

BLIND WORKERS IN U. S. INDUSTRIES

Photographs and Letters from their Employers

IN COOPERATION WITH
SERVICE FOR THE BLIND
U. S. OFFICE OF EDUCATION

Compiled By
Lawrence Q. Lewis

Published By
NATIONAL SOCIETY *for the* BLIND
INCORPORATED

WOODWARD BUILDING
WASHINGTON, D. C.

1943

\$1.00 per copy



HV1711
L587



M.C. MIGEL MEMORIAL LIBRARY
American Foundation for the Blind
15 West 16th Street, New York, New York
10011



BLIND WORKERS IN INDUSTRY

(A SCULPTURED PLACQUE)

By Mark Shoesmith

This preliminary plaster sketch is the plan of a bronze panel entitled "Blind Workers in Industry." The panel is being done for the National Society for the Blind by Mark Shoesmith, Instructor of sculpture, ceramics, and other art courses at the New York Institute for the Education of the Blind. Mr. Shoesmith, blind himself, exhibited at the World's Fair, 1939-40, and at present his sculpture is being shown at Ceramiccenter Galleries, New York City. Among his works are "Modern Madonna" (Roosevelt Library, Hyde Park, New York) marble, "Contrition" (Buenos Aires, Argentina) alabaster, portrait studies of Robert Ripley, Lauritz Melchior and others, (New York and Oregon) limestone, terracotta and bronze.



Digitized by the Internet Archive
in 2010 with funding from
Lyrasis Members and Sloan Foundation

<http://www.archive.org/details/blindworkersinus00lawr>

BLIND WORKERS IN U. S. INDUSTRIES

Photographs and Letters from their Employers

IN COOPERATION WITH
SERVICE FOR THE BLIND
U. S. OFFICE OF EDUCATION

Compiled By
Lawrence Q. Lewis

Published By
NATIONAL SOCIETY *for the* BLIND
INCORPORATED

WOODWARD BUILDING
WASHINGTON, D. C.



1943

INDEX

The Acme Shear Company, Bridgeport, Conn.
 Aircraft Accessories Corp., Kansas City, Kansas
 Allis-Chalmers Mfg. Co., Milwaukee, Wisc.
 American Armament Corp., Allentown, Penna.
 American Bobbin Co., Lewiston, Me.
 American Cracker Co., Seattle, Wash.
 American Mfg. Co. of Texas, Fort Worth, Tex.
 Ampco Metal, Inc., Milwaukee, Wisc.
 Anchor Hocking Glass Corp., Lancaster, Ohio
 Animal Trap Co. of America, Lititz, Penna.
 The Apex Electrical Mfg. Co., Cleveland, Ohio
 Army Air Forces, Spokane Army Depot, Spokane, Wash.
 Armstrong Corp Co., Lancaster, Penna.
 Avery, Dooley, Post & Carroll, Boston, Mass.
 Awrey Bakeries, Detroit, Mich.
 William Bal Corp., Newark, N. J.
 Joseph Bancroft & Sons Co., Wilmington, Delaware
 Bates Manufacturing Co., Lewiston, Me.
 Becton, Dickinson & Co., Rutherford, N. J.
 Bellanca Aircraft Corp., New Castle, Dela.
 Bendix Aviation Corp., Brooklyn, N. Y.
 Boeing Airplane Co., Wichita, Kans.
 The Brown Instrument Co., Philadelphia, Penna.
 The Buckeye Brass & Mfg. Co., Cleveland, Ohio
 Buffalo Arms Corp., Buffalo, N. Y.
 F. H. Burt Co., Buffalo, N. Y.
 Carlisle Company, Seattle, Wash.
 Central Detroit Warehouse Co., Detroit, Mich.
 Chase Brass & Copper Co., Waterbury, Conn.
 Cinch Manufacturing Co., Chicago, Ill.
 Columbia Aircraft Industries, Portland, Oregon
 Connecticut Telephone & Electric Corp., Meriden, Conn.
 Consolidated Dairy Products Co., Seattle, Wash.
 Continental Motors Corp., Dallas, Texas.
 Dalton & Sanders, Portland, Oregon
 Day & Zimmermann, Inc., Burlington, Iowa
 Delaware County Hospital, Drexel Hill, Penna.
 Dictaphone Corp., Bridgeport, Conn.
 Electric Hose & Rubber Co., Wilmington, Dela.
 Engineering & Research Corp., Riverdale, Md.
 Essex Tool & Die Co., Inc., East Orange, N. J.
 The Excelsior Hardware Co., Stamford, Conn.
 Foote, Pierson & Co., Inc., Newark, N. J.
 General Aircraft Corp., Astoria, L. I., New York
 General Electric Co., Hoboken, N. J.
 The Goetz Flour Mills Co., Newton, Kans.
 Goodyear Aircraft Corp., Litchfield Park, Arizona
 Harley Davidson Motor Co., Milwaukee, Wisc.
 Headquarters Army Air Forces, Bolling Field, D. C.
 Howard Manufacturing Co., Council Bluffs, Iowa
 I-T-E Circuit Breaker Co., Philadelphia, Penna.
 Jacobs Aircraft Engine Co., Pottstown, Penna.
 Kaufmann Bros & Bondy, Inc., West New York, N. J.
 The Lamson & Sessions Co., Cleveland, Ohio
 Leeds & Northrup Co., Philadelphia, Penna.
 W. S. Libbey Company, Lewiston, Me.
 Lockheed Aircraft Corp., Burbank, Calif.
 Lord Manufacturing Co., Erie, Penna.
 Marine Construction Co., Hialeah, Fla.
 The Maxim Silencer Co., Hartford, Conn.
 McEvoy Company, Houston, Texas.
 The Mentholum Co., Buffalo, N. Y.
 Merckens Chocolate Co., Inc., Buffalo, N. Y.
 John E. Mitchell Co., Inc., Dallas, Texas
 S. A. Moffett Co., Seattle, Wash.
 Moose River Shoe Co., Old Town, Maine
 John Morrell & Co., Topeka, Kans.
 Nashville, Chattanooga & St. Louis Railway, Nashville, Tenn.
 National Electrical Machine Shops, Inc., Washington, D. C.
 R. C. Neal Co., Inc., Buffalo, N. Y.
 North American Aviation, Inc., Dallas, Texas.
 North American Aviation, Inc., Kansas City, Kans.
 Nunn-Bush Shoe Co., Milwaukee, Wisc.
 Nutrena Mills, Inc., Kansas City, Kans.
 Otis Elevator Co., Harrison, N. J.
 Pacific Car & Foundry Co., Seattle, Wash.
 Pacific Stove and Foundry Co., Seattle, Wash.
 The Perry Packing Co., Manhattan, Kans.
 Philco Corporation, Philadelphia, Penna.
 Phoenix Indemnity Co., Boston, Mass.
 S. S. Pierce Company, Boston, Mass.
 R.C.A. Victor Div., Radio Corp. of America, Camden, N. J.
 The Refina Corp., Rahway, N. J.
 Remington Arms Company, Inc., Bridgeport, Conn.
 Ridgway Manufacturing Co., Portland, Oregon
 Scott Aviation Corp., Lancaster, New York
 The Sharples Corp., Philadelphia, Penna.
 The Singer Mfg. Co., Bridgeport, Conn.
 Skillman Hardware Mfg. Co., Trenton, N. J.
 Speakman Company, Wilmington, Dela.
 Solar Manufacturing Corp., Bayonne, N. J.
 Star Electric Motor Co., Bloomfield, N. J.
 State Department of Public Welfare, Salt Lake City, Utah
 John E. Stetson Co., Philadelphia, Penna.
 Switlik Parachute Co., Trenton, N. J.
 Textile Machine Works, Reading, Penna.
 The Timken Roller Bearing Co., Canton, Ohio
 Trico Products Corp., Buffalo, N. Y.
 United Electrical, Radio & Machine Workers
 of America, Brooklyn, N. Y.
 United Electrical, Radio & Machine Workers
 of America, Philadelphia, Pa.
 United States Pipe & Foundry Co., Burlington, N. J.
 Viking Air Conditioning Corp., Cleveland, Ohio
 War Department, Delaware Ordnance Depot, Pedricktown, N. J.
 War Production Board, Production Service Div., Portland, Ore.
 Warner Electric Brake Mfg. Co., Beloit, Wisc.
 Warren Webster & Co., Camden, N. J.
 Washington State Federation of Labor, Seattle, Wash.
 Weston Electrical Instrument Corp., Newark, N. J.
 Winchester Repeating Arms Co., New Haven, Conn.

NOTE: Letters and photographs are in alphabetical order of
 States without page numbers.

NATIONAL SOCIETY *for the* BLIND

INCORPORATED

WOODWARD BUILDING

WASHINGTON, D. C.



TELEPHONE
EXecutive 2634

OFFICERS

EARL W. SHINN, PRESIDENT

WADE H. MITCHELL, VICE PRESIDENT

GEORGE A. LEWIS, SECRETARY

ALFRED H. LAWSON, TREASURER

LAWRENCE Q. LEWIS, EXECUTIVE DIRECTOR

June 15, 1943

Dear Friend:

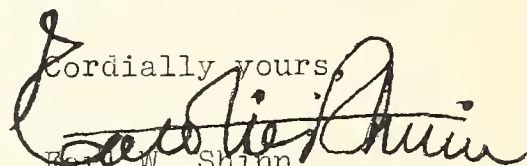
Our Society published the first edition of "Letters from Sighted Employers of Blind Employees" in 1941 and a second but enlarged edition in 1942.

Placement agents in the field of employment for the blind have found these booklets to be of considerable value and interest and expansion of employment opportunities for blind persons have been developed in all types of normal employment, and many agencies for the blind have been encouraged to expand their employment activity.

One of our major activities is the development of employment for blind persons and we hope this new and expanded publication will result in even greater employment opportunities for our blind friends. Obviously this booklet can only show examples of employment, and it is not offered as a complete listing or analysis of employment opportunities. Cooperating placement agents and employers are daily finding additional and more varied employment possibilities for the blind.

We thank all cooperating agencies for the blind, employers and individuals that have made this volume possible, and we have every reason to believe you are rapidly changing the national attitude toward the capabilities of blind workers.

Cordially yours,


Earl W. Shinn
President

Association of Casualty and Surety Executives

Sixty John Street

New York

April 29, 1943.

C.W. FAIRCHILD, GENERAL MANAGER
RAY MURPHY, ASSISTANT GENERAL MANAGER
LOUIS A. MILLS, SECRETARY
J. DEWEY DORSETT, MANAGER CASUALTY DEPT.
ALEXANDER FOSTER, JR., MANAGER FIDELITY & SURETY DEPT.
HERVEY J. DRAKE, COUNSEL

Mr. J. F. Clunk,
Chief, Services for the Blind,
Federal Security Agency,
U. S. Office of Education,
Washington, D. C.

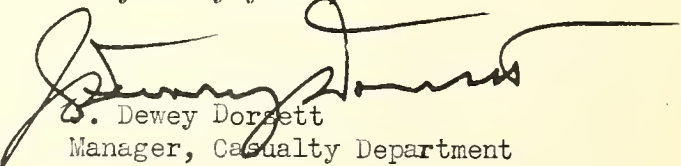
Dear Sir:

We are somewhat familiar with the statement that agencies for the blind find that employers refuse in some instances to cooperate in the employment of the blind on the basis that private insurance companies will not permit the absorption of handicapped workers. It is rather surprising to find that some few employers attempt to justify their refusals to employ the handicapped by placing the onus upon private insurance. You correctly state the situation - that there is nothing in any policy of workmen's compensation insurance which interferes with the proper placing of blind persons in industry. Not only is there nothing in the insurance contract itself that limits an employer in the right of selecting blind or otherwise handicapped persons for employment in appropriate fields where they are not only not placed in jeopardy to themselves, but are not a menace to their fellow-workers, but there is nothing in any formula of premium rates for such insurance that takes account of the age or the physical handicap of any employee.

I am very much interested in the statements contained in your letter with respect to the extreme care exercised by your Service in making surveys of plants and processes before undertaking to place in employment a blind person and so fully safeguarding him against injury to himself or injury to another.

I am sure that the efforts you are making are very much worthwhile and should be effective in a humane field and at this particular time should add to the manpower of the nation.

Very truly yours,



J. Dewey Dorsett
Manager, Casualty Department

JDD:HLH

LIBERTY MUTUAL
INSURANCE COMPANY

HOME OFFICE: BOSTON

August 8, 1941

175 BERKELEY STREET
BOSTON, MASS.

P. I. B. Placement Service
1305 Locust Street
Philadelphia, Pennsylvania

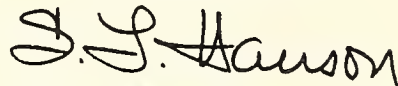
Attention: Mr. O. E. Day, Placement Director

Gentlemen:

I am very pleased to inform you in reply to your letter of August 6, 1941 addressed to the President that to my knowledge there is nothing in any compensation law or compensation insurance contract that would bar the proper employment of a blind person. There is surely nothing in our contract and policy that would bar the employment of blind persons.

Because your question is brief I have confined myself to a specific answer which I hope may be sufficient for your good purpose.

Very truly yours,



S. L. Hanson
Assistant Vice President

SLH.ER

Goodyear Aircraft Corporation

Arizona Division

Mitchfield Park, Arizona

May 19, 1943

Miss Hazel Hurst, President,
Hazel Hurst Foundation for the Blind, Inc.,
Monrovia, California.

Dear Miss Hurst:

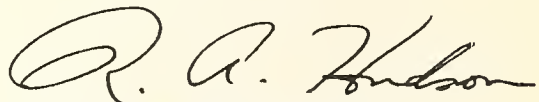
This is in reply to your letter of May 10. It is a real pleasure to write you of the remarkable work that is being done by the visually handicapped people in our plant, who have been with us since March of this year.

These blind and partially blind people realize that this is their opportunity to make a worthwhile contribution to the war effort. Once they have learned the routine to be followed and they have established themselves, their work is above average in every respect.

These men and women are not only making a material contribution to production; they have also done much to improve the morale of their co-workers. They take immeasurable pride in completing their assignments quickly as well as efficiently.

We sincerely feel that the men and women you have sent us are definitely an asset to our organization, and we are glad in the thought that it has been possible for us to help them find a useful place in society. You may feel free to use all or any part of this letter for publication.

Very truly yours,



General Superintendent

R. A. Hudson:md



GOODYEAR AIRCRAFT CORPORATION
ELECTRICAL PARTS ASSEMBLER

HAZEL HURST FOUNDATION FOR THE BLIND



BURBANK, CALIFORNIA

October 9, 1942

In Reply, Refer To

Miss Hazel Hurst,
Hazel Hurst Foundation,
Monrovia, California

Dear Miss Hurst:

Your placement of partially and totally blind workers in our factory has been completely successful. My Foremen are pressing me now for more of your people.

On some of the more difficult operations, the quality of their work is above average. In every case, within a few weeks, the quantity of their work equalled or excelled that of sighted persons on the same operation. The steady and consistent way these blind workers have applied themselves to their jobs has had a stimulating effect on the attitude and production of the sighted workers about them.

I believe that our initial success here has resulted from your own basic methods:

1. By selection and training, the development of a mental attitude that is noteworthy because it is normal.
2. This excellent mental attitude makes it possible to give effective vocational training.
3. Giving freedom of action to the individual by the addition of a responsible guide dog acclimated to factory conditions.
4. Trying out the job to determine whether it is practical and safe; and to enable correct placement in relation to skill.
5. By accepting your students as individuals competing on an even plane with sighted persons. By having supervision handle them in a normal way, as to training, promotion and discipline, so that these workers are not set apart in their own minds or in the minds of other employees as individuals entitled to special favors or consideration.

I am convinced that many of the present blind people, plus the many more who are going to come home blinded from the war, can be rehabilitated mentally, given training, and absorbed into industry where they will be self-respecting, self-sufficient individuals able to compete with sighted persons.

I am looking forward to absorbing more people from your school just as fast as we can do it and keep within the five principles that have guided you successfully so far.

Sincerely yours,


C. L. Felton
Superintendent of Fabrication



LOCKHEED AIRCRAFT CORPORATION
PARTS NUMBERER
HAZEL HURST FOUNDATION FOR THE BLIND



LOCKHEED AIRCRAFT CORPORATION
INSTALLING RIV-NUTS
HAZEL HURST FOUNDATION FOR THE BLIND



LOCKHEED AIRCRAFT CORPORATION
TUBING ASSEMBLER
HAZEL HURST FOUNDATION FOR THE BLIND



HQ. 4TH DIST., A.A.F.T.T.C.
DICTAPHONE TRANSCRIBER

OFFICIAL PHOTO, U.S.A.



REMINGTON ARMS COMPANY, INC.

MANUFACTURERS OF
SPORTING FIREARMS, AMMUNITION

TRAPS

TARGETS

ARMS WORKS, ILION, N. Y.
AMMUNITION WORKS, BRIDGEPORT, CONN.
BRIMSDOWN, MIDDLESEX, ENG
CABLE—HARTLEY, BRIDGEPORT—ALL CODES

BRIDGEPORT, CONN.

PETERS CARTRIDGE DIVISION
WORKS, KINGS MILLS, OHIO
TRAP AND TARGET WORKS
FINDLAY, OHIO

June 6, 1942

Mr. H. Kenneth McCollam
Placement Officer
State Board of Education of the Blind
State Office Building
Hartford, Connecticut

Dear Mr. McCollam:

Complying with your verbal request, I am glad to give you a statement of the progress of Michael Starincak.

Quoting from a report dated May 12, which I made to management:

"Starincak was hired and received his medical examination etc., Monday, May 4th. After receiving the usual safety talk, Starincak started work about 10:30, Tuesday, May 5th, head gauging .30 caliber primed shells. Mr. McCollam stayed with him both days and accompanied him to Building 515 to help get him started, and left about 11 A.M.

Starincak adapted himself to the circumstances very readily and immediately started work at gauging. His work was interrupted several times for various instructions, such as ringing his card, etc. Arrangements were made to have him accompanied from and to the gate and for one of the truckers to take him to the wash room when necessary.

The Foreman and the Supervisor were both most cooperative and keenly interested in having this man in the department, and were pleased at his general behavior and ability.

Production	Tuesday	5/5	27.4% of maximum
Production	Wednesday	5/6	76 % of maximum
Production	Thursday	5/7	83.5% of maximum

Careful inspection of his work up to this point showed that he had passed only one bad shell. He was, therefore, put on regular production, his work receiving only the usual check of a specified number of shells from each box, the same as experienced operators.

(next page)

June 6, 1942

Production Friday 5/8 86% of maximum

On this, his third full day, he made piece rate earnings of 3¢ per hour above hourly rate.

Production Saturday 5/9 100%

This is the maximum allowable production for which piece rate is paid, the amount being limited in order to protect quality. Thus on his 4th full day, Starincak reached a production amount that usually requires two weeks for new operators to attain. He has been no source of trouble and in fact, his Supervisor feels that his presence has given a lift in morale to the whole department. He plans to keep him on the 7-3 shift for six weeks so that all three shifts can have the opportunity of observing his work. At the end of that time, he will probably work on a rotating shift, changing every two weeks, the same as other employes.

He applies himself steadily and works with a surprising economy of effort and almost no waste of motion. The foreman would like to use him as a model for instruction of new operators."

A check made today on his output shows that he is consistently maintaining the maximum, and there is no record of his having passed any bad work since he was put on regular production.

He is, I think, the happiest person I ever saw, and his presence here is an inspiration to all that come in contact with him. The remarkable thing about him is that the attention he has received has in no way gone to his head. He takes great pride in his job, of course, and the amount of his earnings is a constant source of amazement to him; but when he gets through telling you how pleased he is about the whole thing he is more inclined to talk about the Brooklyn Dodgers or the Yankees than about himself.

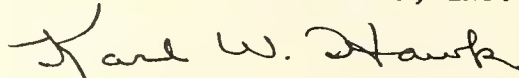
He is perfectly willing to work on rotating shifts, but I believe he will be kept on the day shift as long as it is convenient to do so.

The feature article in the Bridgeport Post of May 24th was quite accurate and gives the true picture of his relations with his fellow workers. Enclosed is a copy of the photograph which the Post also printed. This was taken here in the plant by our own photographer.

We are grateful to you for giving us the opportunity of performing what was thought to be a service to your organization, but which has proved to be one to our own instead.

Very truly yours,

REMINGTON ARMS COMPANY, INC.



Karl W. Hawk
Supervisor of Industrial Relations

KWH:IEB



REMINGTON ARMS CO., INC.
HEAD GAUGING OF CARTRIDGES

CONNECTICUT STATE BOARD OF EDUCATION OF THE BLIND

CONNECTICUT TELEPHONE & ELECTRIC CORPORATION

ESTABLISHED 1894

TELEPHONE EQUIPMENT
SIGNAL DEVICES
ANNUNCIATORS
HOSPITAL CALL SYSTEMS
FIRE & BURGLAR ALARMS



GENERAL OFFICE AND FACTORY

RADIO EQUIPMENT
ELECTRONIC DEVICES
LABORATORY PANELS
MAGNET-TYPE GENERATORS
AUTOMOTIVE DIRECTIONAL SIGNALS

MERIDEN, CONNECTICUT

WARREN S. BARLOW
INDUSTRIAL RELATIONS COUNSEL

May 11, 1942

H. Kenneth McCollam
Placement Officer
Board of Education of Blind
State Office Building
Hartford, Connecticut

Dear Mr. McCollam:

It is a pleasure to write you that Frank Comstock is doing a very good job in our factory.

Although Mr. Comstock has been blind totally for years, his mental attitude toward his work and toward life in general is very admirable as there are few of our employees who spread more happiness and inspire others to greater war production, than does Comstock.

He does as much actual work as anyone doing similar work and more than some of the others.

His affliction gives us no difficulty but, on the contrary, seems to be a source of orientation as far as others are concerned. He is consistently happy, bearing difficulties greater than our own.

With every good wish for your continued success in your very worthy work, I am

Cordially yours,

WSB;ERB



CONNECTICUT TELEPHONE & ELECTRIC CORP.
WIRE STRIPPING

CONNECTICUT STATE BOARD OF EDUCATION OF THE BLIND

C
O
P
Y

THE EXCELSIOR HARDWARE CO.
Woodland Avenue
Stamford, Connecticut

October 23, 1941.

Mr. Stetson K. Ryan
Board of Education of the Blind
State Office Building
Hartford, Conn.

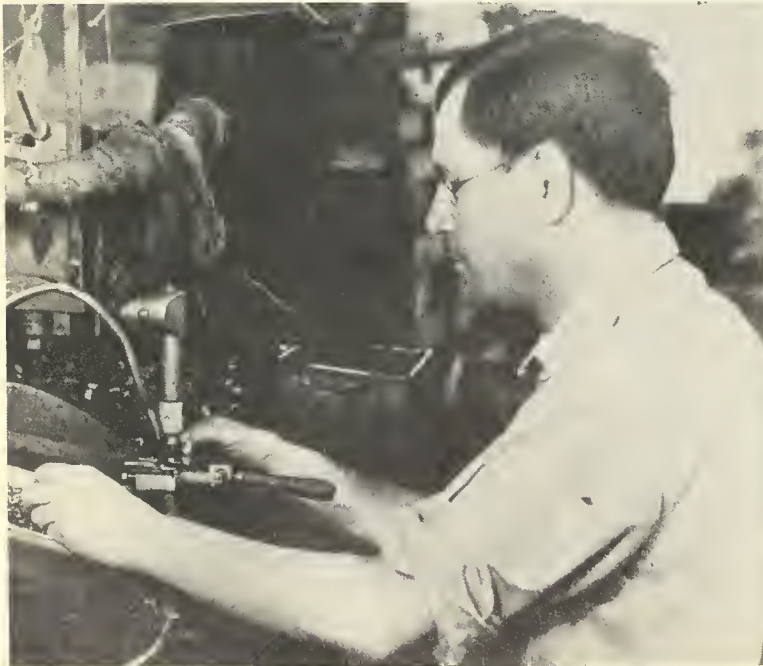
Dear Mr. Ryan:

I am very pleased to tell you that John Dascenzo is doing exceptionally well.

On certain things that he works at he is better than a sighted person and he also has some very good ideas which he is going to have a chance to develop in connection with safety devices.

He has made fairly good money working piece work at the same rates that a sighted person would have.

As soon as I get a little time to spare, I will get a photographer in and have some pictures taken and send you one. I am very sure it could be done for the price that you mention and will let you know definitely when I have the thing lined up.



Yours very truly,

THE EXCELSIOR HARDWARE CO.

(signed) James E. Mix
Vice-President.

ESTABLISHED IN 1876



The ACME SHEAR COMPANY

THE WORLD'S MOST EXTENSIVE MANUFACTURERS OF SHEARS AND SCISSORS

BRIDGEPORT, CONN., U.S.A.

May 5, 1942.

Mr. H. Kenneth McCollam,
Placement Officer
Board of Education for the Blind
State Office Building
Hartford, Conn.

Dear Sir:

We appreciate your interest in the progress of Miss Helen White, who was hired by us several weeks ago to fill a vacancy which occurred in our transcribing department.

We are pleased to report that Miss White has filled the requirements of the position to our entire satisfaction. The quality and quantity of Miss White's work has been consistently equal to the standards customarily expected for this position.

Sincerely yours,

THE ACME SHEAR COMPANY

per *Ralph J. Davis*

OFFICE MANAGER

RTD:mg



PHOTO BY CORBIT, INC.

HIRAM HAMILTON MAXIM PRESIDENT
CECIL POWELL SEC'Y AND TREAS.
ROLAND B. BOURNE . . RESEARCH ENGINEER

THE
MAXIM
SILENCER
COMPANY

OF HARTFORD,
CONNECTICUT

FOUNDED BY
HIRAM PERCY MAXIM



April 14, 1943.

Board of Education of the Blind
State Office Building,
Hartford, Conn.

Gentlemen:-

Attention: Mr. H. K. McCollam
Placement Officer

Subject: Clarence Ouellette

We wish to express to your board our complete satisfaction with the work done by Clarence Ouellette, who is employed by this Company. It is an indication of the work of people who are blind or those with greatly impaired vision in industry.

Yours very truly,

THE MAXIM SILENCER COMPANY,

Chas. J. Am Rhein
Chas. J. Am Rhein,

General Manager.

CJAR:VSA



MAXIM SILENCER CO.
WORK ON CASTINGS

CONNECTICUT STATE BOARD OF EDUCATION OF THE BLIND

Chase Brass & Copper Co.

— INCORPORATED —
SUBSIDIARY OF KENNECOTT COPPER CORPORATION

Waterbury, Connecticut



TELEPHONE: 4-0161

July 30 1942

Mr. Hugh K. McCollam
State Board of Education for the Blind
State office Building
Hartford Connecticut

Dear Mr. McCollam:

We are forwarding to you under separate cover a photograph of Ann Valente taken at work, and used in illustrating a talk on the part women are playing in the mobilization of woman power for defense industries.

We hired Ann to do gaging and inspecting of screw machine and lathe parts and she is doing very well despite her handicap - so well that it has never been necessary to give her a minimum wage allowance.

On a weekly basis she has averaged \$41.58 for the six weeks she has been employed here and an itemized accounting of her hours and earnings are as follows:

<u>Hours</u>	<u>Earnings</u>
40	\$ 31.46
48	42.09
48	46.13
48	43.15
48	43.21
48	43.46

Thank you for your interest in Ann's case and believe me when I say that everyone concerned has been happy to be of service to her.

Very truly yours

Chase Brass & Copper Company
Waterbury Mfg. Co. Plant

Ellen M. Davies
Personnel Manager

Ellen M. Davies-beb



CHASE BRASS & COPPER CO.
GAUGING

CONNECTICUT STATE BOARD OF EDUCATION OF THE BLIND

THE SINGER MANUFACTURING COMPANY

BRIDGEPORT WORKS

BRIDGEPORT, CONNECTICUT

March 30th, 1943.

TELEGRAPHIC ADDRESS
WHEEL WHEEL, BRIDGEPORT
FARQUHAR CODE USED

Board of Education of the Blind,
State Office Building,
Hartford, Conn.

Attention- Mr. H. Kenneth McCollam.

Dear Sir:-

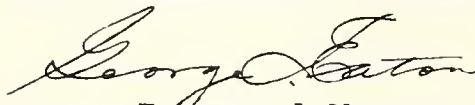
Your letter of March 24th addressed to our factory Superintendent, Mr. J. A. Mackey, regarding the employment of blind people, has been referred to the Personnel Department.

Regarding Messrs. Frank Fair and James Lamontagne, both of whom have been working here for the past six months, both of these men are conscientious workers and giving good satisfaction. Their particular work is to clean and wash work. Regarding the matter of permitting a photographer to enter the factory to take pictures of these employees, we would prefer that nothing further be done about this.

We trust this is the information you desire, and remain,

Very truly yours,

THE SINGER MANUFACTURING COMPANY.


Personnel Manager.

GLE:AS.

DICTAPHONE CORPORATION

MANUFACTURERS AND DISTRIBUTORS OF **Dictaphone** REG. U.S. PAT. OFF. DICTATING MACHINES AND ACCESSORIES

BRIDGEPORT, CONNECTICUT

March 30, 1943.

Board of Education of the Blind,
State Office Building,
Hartford, Conn.

Attention - Mr. H. Kenneth McCollam

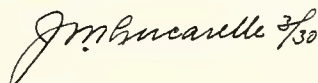
Dear Mr. McCollam:

In reference to your letter of March 24 regarding George Trelease, Jr. who was employed by us in April of 1942 on gauging operations.

I am very glad to report that he has done a splendid job and he has been very skillful in performing the different jobs given to him. We have never had any complaints from the Inspection or Assembly Departments on parts which have been passed by George.

He is doing an excellent job. In fact, I believe he is doing a better job than some of the inspectors who are not handicapped.

Yours very truly,



J. M. Lucarelle
General Superintendent.

JML.KC

PRODUCERS FOR VICTORY
WINCHESTER REPEATING ARMS COMPANY
DIVISION OF WESTERN CARTRIDGE COMPANY
NEW HAVEN CONNECTICUT, U. S. A.
WINCHESTER
TRADE MARK

March 31, 1943

Mr. H. Kenneth McCollam
Board of Education of the Blind
State Office Building
Hartford, Connecticut

Dear Sir:

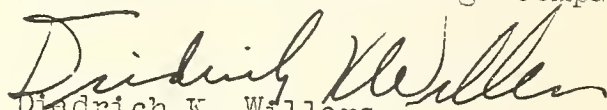
I am enclosing a picture of Earl Carl as you requested. Miss Garrison will not allow us to release her picture.

As you know we have three blind people working for us doing hand gaging and to the best of my knowledge are making out alright.

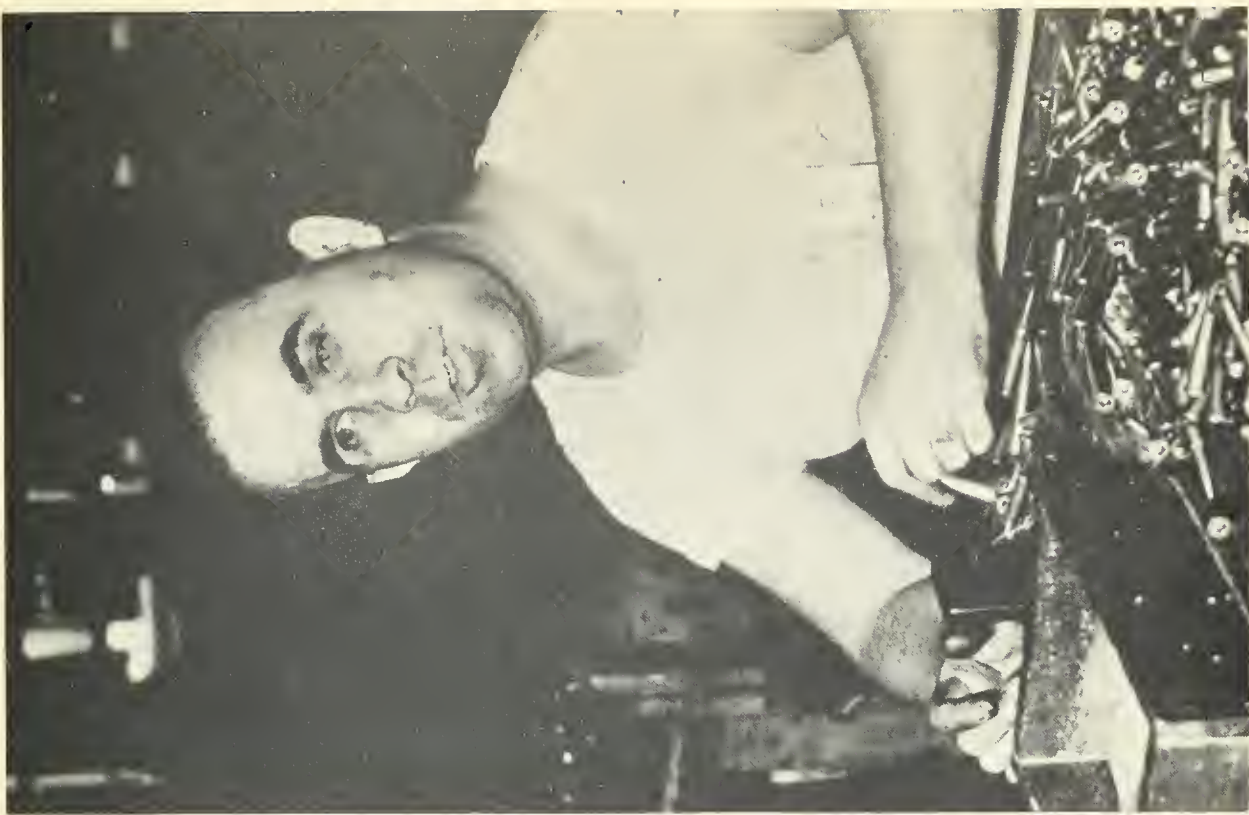
We are very glad to co-operate with you and if we can help you any further, please feel free to call upon us.

Very truly yours,

WINCHESTER REPEATING ARMS COMPANY
Div. of Western Cartridge Company


Diedrich K. Willers
Asst. Supt of Personnel

DKW/va
enc.



WINCHESTER REPEATING ARMS CO.

HAND GAUGING

CONNECTICUT STATE BOARD OF EDUCATION OF THE BLIND



MANUFACTURERS' SUPPLY CO.
HAND PUNCH PRESS OPERATOR

CONNECTICUT STATE BOARD OF EDUCATION OF THE BLIND



AIRADIO, INC.
INSPECTORS

CONNECTICUT STATE BOARD OF EDUCATION OF THE BLIND

HEADQUARTERS
15TH SUB-DEPOT
BOLLING FIELD, D. C.

Office of the Commanding Officer

April 29, 1943

Mr. Leonard A. Robinson
Assistant to the Chief
Services for the Blind
U. S. Office of Education
Washington, D.C.

Dear Sir:

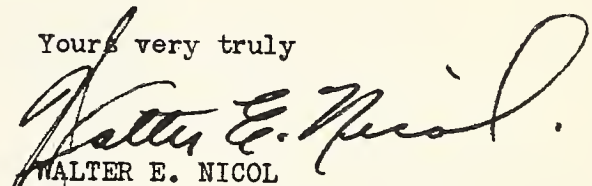
Your letter of April 23 with regard to Irving Hershowitz has been received and the following information is submitted in answer.

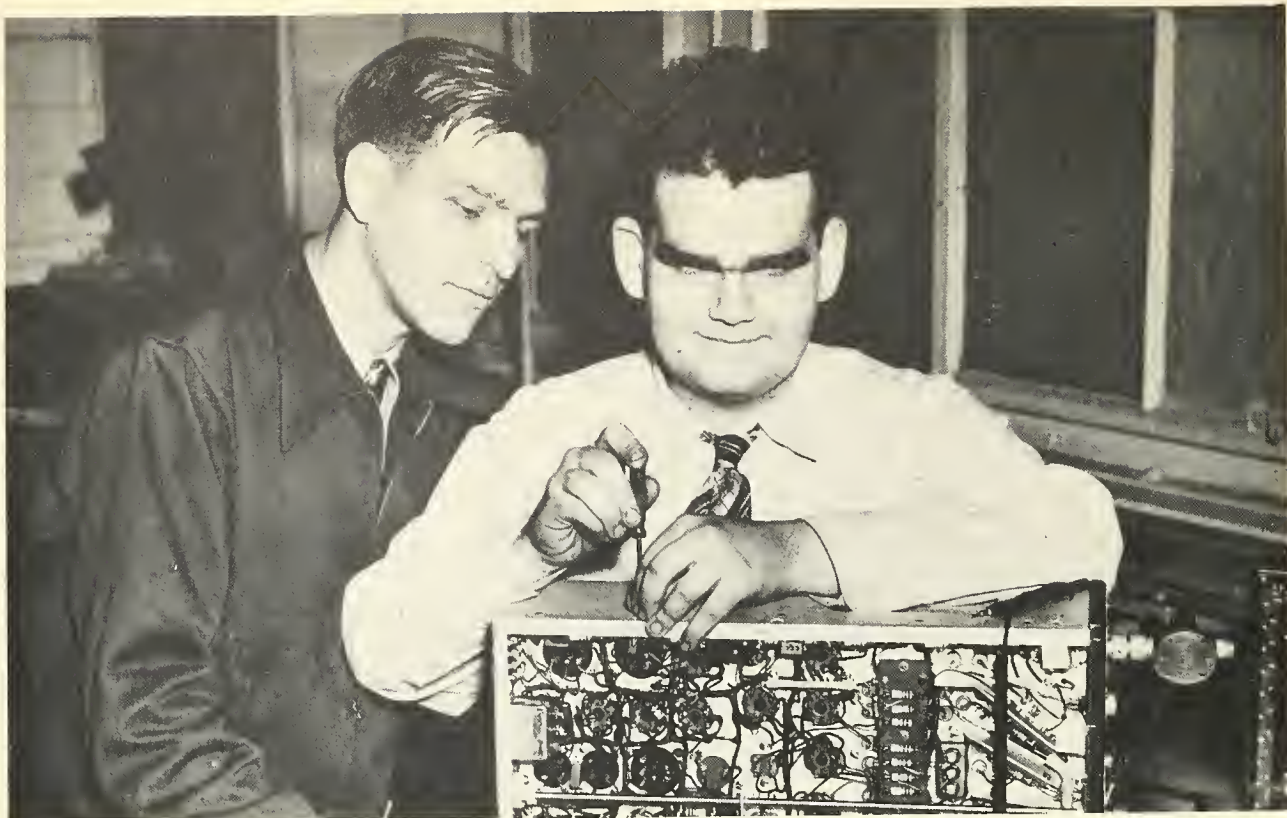
Mr. Hershowitz has proven to be extremely adept at handling his job as radio mechanic helper at this station. His ability to handle the work is remarkable in view of the handicap under which he works, and we are happy to state his services have been very satisfactory up to the present time.

At present, we are undergoing a reorganization in the Signal Section and hope to fit Mr. Hershowitz into a job in which he will prove even more useful than in the one to which he is presently assigned.

Any further information desired will be furnished upon request.

Yours very truly


WALTER E. NICOL
Lt. Col., Air Corps
Commanding



ARMY AIR BASE, BOLLING FIELD, D.C.
RADIO TECHNICIAN

SERVICES FOR THE BLIND, U.S. OFFICE OF EDUCATION
PHOTO BY ARMY AIR FORCES



ARMY AIR BASE, BOLLING FIELD, D.C.
RADIO TECHNICIAN

SERVICES FOR THE BLIND, U.S. OFFICE OF EDUCATION
PHOTO BY ARMY AIR FORCES



ENGINEERING AND RESEARCH CORPORATION

RIVERDALE, MARYLAND

CABLE "ERCO-WASHINGTON" D.C.

TELEPHONE, WARFIELD 4444

MAILING ADDRESS: P. O. BOX 209
HYATTSVILLE, MARYLAND

IN REPLY REFER TO:

PCW:b11

April 22, 1943

Mr. Earle M. Sawyer
Supervisor for the Blind
Vocational Rehabilitization Service for the D. C.
U. S. Office of Education
Federal Security Agency
Washington, D. C.

Dear Mr. Sawyer:

As requested in our telephone conversation of this date relative to the services of Mr. F. M. Dorman, blind employee at this plant, I take great pleasure in expressing complete satisfaction with the work performed by Mr. Dorman and my expression thereon is not only my individual opinion, but also that of Mr. Dorman's immediate foreman, and department head, each of whom concur in my opinion of services rendered.

We are very happy for the opportunity to secure the trained personnel coming from the group whom you have introduced to us as a further source of supply to our depleting trained personnel, and to supplement additional requirements for increased production.

Thanking you again for the opportunity of expressing appreciation of services rendered in this connection, I am

Very respectfully yours,

ENGINEERING AND RESEARCH CORPORATION

P. C. Wright
Office Manager





ENGINEERING AND RESEARCH CORPORATION
FILING SMALL PIECES OF MACHINERY

VOCATIONAL REHABILITIZATION SERVICE FOR THE D.C.
PHOTO BY PAUL W. SCHMICK

NATIONAL ELECTRICAL MACHINE SHOPS, INC.

[SUCCESSORS TO THE FACTORY DIVISION OF THE NATIONAL ELECTRICAL SUPPLY COMPANY]

DESIGNERS - ENGINEERS - JOB MANUFACTURERS - ELECTRICAL AND MOTOR REPAIRS - ARMATURE WINDING

General Manufacturers

OFFICE AND FACTORY
2014 FIFTH ST., NORTHEAST
PHONE NORTH 4293

IN REPLY REFER TO

WASHINGTON, D. C.

April 23, 1943

Mr. Earle M. Sawyer,
Supervisor For The Blind,
Vocational Rehabilitation Service,
For the District of Columbia,
United States Office of Education,
Federal Security Agency,
Washington, D. C.

Dear Mr. Sawyer:

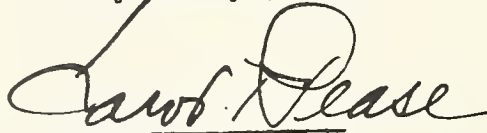
On January 5th, 1943 we placed, through the efforts of your service, Miss Bella Harrison in the Instrument Department of our Assembly Shop. The head of this particular division has expressed satisfaction in Miss Harrison's work of filing knife edges off castings after machining.

She is conscientious in her work and a model employee in her department, actions and attitude. She has set up a splendid example of cooperative spirit that all other employees might well follow. Her attendance, whether on day or night shift, has been perfect.

All this truly reflects on the splendid work which you and your organization are doing.

If another opportunity affords itself, to place any of your people, I will not hesitate to call upon you and I should like to go on record in recommending people you have trained, if Miss Harrison is a representative example of your group.

Very truly yours



Harold T. Pease
Director of Personnel

HTP/al

QUOTATIONS SUBJECT TO CHANGE WITHOUT NOTICE

ALL AGREEMENTS MADE CONTINGENT UPON STRIKES, FIRES, ACCIDENTS OR CAUSES BEYOND OUR CONTROL



Speakman Company

manufacturers

Speakman Showers Plumbing Fixture

MAIN OFFICE -- RIVERVIEW WORKS
Wilmington, Delaware

Dr. F. J. Cummings, Executive Secretary,
Delaware Commission for the Blind.
305 West 8th Street,
Wilmington. Delaware.

April 12, 1943.

Dear Dr. Cummings:

Mr. Benjamin Ross has been in our employ since January 27th, working six days per week, with no lost time.

He is always at his machine before starting time and works right up until the whistle blows. He is able to go unattended to the washroom whenever he desires.

He completed one job of 6,000 pieces on a milling machine, cutting square ends on spindles to very close tolerances. He is now alternating between a drill press, doing a burring operation, and the milling machine, where he is cutting a slot 1/16" wide x 1-1/2" deep in bronze collars.

We have experienced no difficulty with him in any way, as he is very attentive to his work and instructions. In fact, his production is practically equal to that of a man with sight, although some expense is involved in getting work to and from his machine. His inspection is better because he feels each piece as it is completed, and when an excessive burr is felt he realizes his cutting tool is becoming dull and he notifies his foreman.

With reference to morale, he does no visiting among employees, although all are friendly, and those working close to him are ready and willing at any time to lend him a helping hand and sometimes marvel at the way he does his work and gets around.

This type of man would be very beneficial to any company where their orders call for large quantities and are repeated so that the operation performed is continuous. Our orders not being of this type, we experience a little difficulty in laying out the work for him.

Mr. Ross is doing a very good job for us and we are sorry we do not have orders with sufficient quantities so that we could employ more men of his type.

With kindest regards, I am

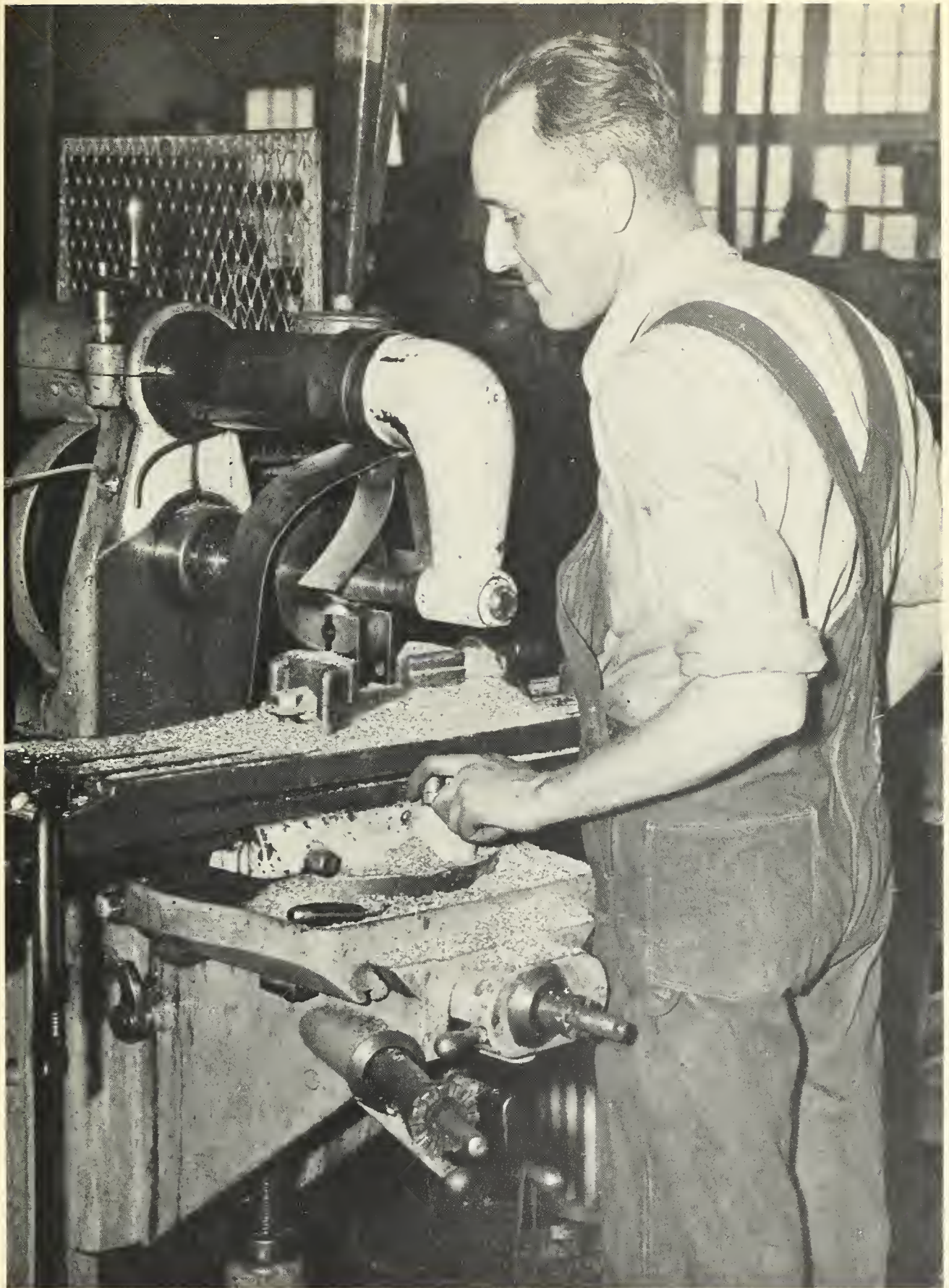
Sincerely yours,

James Fraser

Works Manager,

SPEAKMAN COMPANY.

If It's Speakman... It's Quality



SPEAKMAN COMPANY
MACHINIST

DELAWARE COMMISSION FOR THE BLIND

BELLANCA AIRCRAFT CORPORATION

BELLANCA AIRPORT, NEW CASTLE, DELAWARE

· U · S · A ·

CABLE ADDRESS "BELLANCA"



PHONE NEW CASTLE 5

April 13, 1943

Mr. Francis J. Cummings
Executive Secretary
Delaware Commission for the Blind
305 W. 8 Street
Wilmington, Delaware

Dear Mr. Cummings:

I am very happy to write and assure you that all the statements made by you and Mr. McCaulley in respect to the satisfactory work of blind people in production are absolutely true.

We are now employing a turret lathe operator in our Machine Shop, also a burrer, and a drill press operator and burrer in our Sheet Metal Shop.

The two machine operators, both of whom are production workers are men and the two burrers are women, their presence in our plant has helped considerably in boosting morale and their production has been on a par with our sighted workers, there has been no absenteeism on the part of these blind people and we will be glad to employ more whenever you may have them available.

With best regards and thanks for your cooperation,
I remain

Yours truly

BELLANCA AIRCRAFT CORP.

Irving H. Brinton
Personnel Manager

IHB/w

Joseph Bancroft
1831.
Joseph Bancroft & Sons
1865.
Joseph Bancroft & Sons Co.
1889.

New York Representative
Robert O'Hara
40 Worth Street

CABLES ROCKFORD
CODES USED { A.B.C. 4TH AND 5TH EDITIONS
WESTERN UNION

Rockford,

Joseph Bancroft & Sons Co.
Manufacturers, Bleachers, Dyers, and Finishers.
Wilmington, Delaware.

April 16, 1943

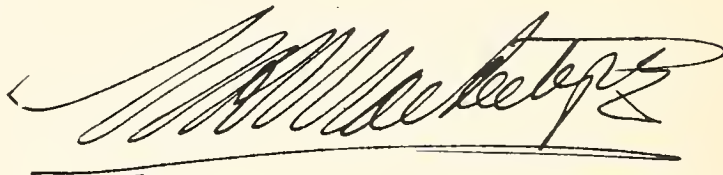
Dr. Francis J. Cummings
Executive Secretary
Delaware Commission for the Blind
305 West 8th St.
Wilmington, Del.

Dear Doctor:

We have been more than pleased with the work of John Cousineau since we employed him. We have watched quite carefully the quality and the amount of his work, and can say that it equals our sighted employees doing similar work.

With kindest personal regards, we are

Respectfully your friends,
Joseph Bancroft & Sons Co.



W. R. MacIntyre, Vice President

FEX

ELECTRIC HOSE & RUBBER CO.
WILMINGTON, DELAWARE, U. S. A.

April 8, 1943

Delaware Commission for the Blind
305 West 8th Street
Wilmington, Delaware

Attention: Mr. Francis J. Cummings, Executive Secretary

Gentlemen:-

We are glad to report that Anne Macey was placed in our organization through your efforts and has fitted into our organization better than you predicted she would.

While the work she is doing is ideally suited to a person who has lost their sight, her production is extremely high and her personality has made her an accepted member of the group with which she works.

After teaching her the job she has taken over the work without help from any other member of the group.

Anyone not knowing that she is blind would not be able to tell it by just watching her work.

Sincerely yours,

ELECTRIC HOSE & RUBBER CO.

H. C. Burger
H. C. Burger,
Production Manager

HCB:D

MARINE CONSTRUCTION

Company

285 WEST NINTH STREET

HIALEAH, FLORIDA

December 18, 1942

Miss Athene S. Foster, Managing Director
Lighthouse for the Blind
601 S. W. 8th Avenue
Miami, Florida

My dear Miss Foster:

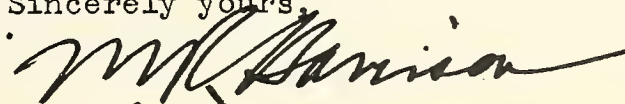
I am sure you will be pleased as we are at the progress your colored blind men are making in spinning oakum to be used in the construction of the wooden barges which our company is building. In the short period of approximately one month, they have reached about eighty per cent efficiency and are being paid accordingly.

When you asked if you might make a survey of our plant with the view of locating jobs that the blind might fill, I was more than willing to comply because of my interest in the work of the Florida Association of Workers for the Blind. But when you requested us to try a number of colored blind men, I was frankly skeptical.

However, your choice of a job where the men can work in a group by themselves, has proved the idea not only practical but highly desirable. Depending as they do entirely upon their sense of touch, they are able to detect flaws in thickness that a sighted worker is apt to overlook, and with the present labor shortage, this spinning of oakum should open a new field for the employment of blind persons throughout the nation, white as well as colored. For your information, at least two spinners are required for each caulker.

In our own case we feel that special credit is due Miss Jack Wentz, for her part in planning and supervising the training of these men. It is my opinion that such training, under skilled and sympathetic supervision, is essential if blind persons are to compete successfully with sighted labor.

Sincerely yours,



M. R. Harrison, Vice-president and
General Manager

MRH/jcf

MARINE CONSTRUCTION CO.



LIGHTHOUSE FOR THE BLIND
PHOTO BY MIAMI HERALD

MARINE CONSTRUCTION COMPANY
SPINNING OAKUM

Illinois Industries for the Blind

CITY OF CHICAGO

Illinois

1310 SOUTH NEWBERRY AVENUE
TEL. CHESAPEAKE 2220

May 25, 1943.

Mr. L. Q. Lewis
Executive Director
National Society for the Blind
Woodward Building
Washington, D. C.

Dear Mr. Lewis:

The Illinois Industries for the Blind, though only eight months old, has trained more than 400 blind persons. Thirty of these are now working in war production in the various plants in the Chicago area. The Illinois Industries, therefore, is acting as a training center for capable blind persons.

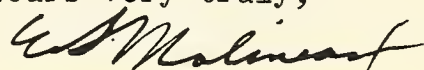
The blind workers here in our shop have produced more than 1,700,000 items for the Army, Navy, and Maritime Commission. For this achievement they have been awarded the Maritime "M" and the "Victory Fleet Flag", and each worker has received from Rear-Admiral Howard W. Vickery a merit badge for his excellency of work and attendance record.

The Illinois Industries for the Blind is particularly gratified with this award for two reasons:

1. Only 77 awards of the Maritime "M" in all industries in the United States have been made.
2. This is the first time in the history of our country where the efforts of the blind have been given such a merit award for their achievement.

The I.I.B. will continue to act as a training center for capable blind persons and where possible assist in their placement in industries throughout the Chicago area.

Yours very truly,



Edward S. Molineaux
President.



PRESENTATION OF MARITIME "M"
MERIT BADGES TO I.I.B. WORKERS

AT CEREMONY IN CHICAGO, MAY 1ST, 1943.
ILLINOIS INDUSTRIES FOR THE BLIND

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

1220

SYMBOLS

DL = Day Letter
NT = Overnight Telegram
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

CD143 152 NL=CHICAGO ILL 17

1943 MAY 17 PM 8 20

NATL SOCIETY FOR THE BLIND INC=

WOODWARD BLDG ATTN LAWRENCE O LEWIS WASHDC=

AT MISTER MOLINEAUS REQUEST THE FOLLOWING ARE PERSONS WHO RECEIVED PLACEMENT IN REGULAR INDUSTRY SINCE THEIR EMPLOYMENT HERE PHOENIX METAL CAP CO BESSIE BALDINO 3027 WEST LEXINGTON. MADELINE SCOTT 856 LELAND, OTTO BERGMAN 5935 SOUTH WENTWORTH, MARY WHALEN 3342 WEST 19TH STREET, JOSEPH KORBEL 1900 MARSHALL BOULEVARD. GYPSY TEA ROOM MARY ELIZABETH EYRE 1108 NORTH DEARBORN, E AND M COMPANY PAUL ZIEGLER 2634 RICE STREET FANNIE MAY CANDY COMPANY EARL GYLLSTROM 7505 SOUTH JEFFERSON, HINSDALE MANUFACTURING COMPANY WILLIAM ROY 5746 SOUTH PAULINA, SAMUEL HAMILTON 5719 NEWPORT AVENUE FLOYD RUSSELL WALLMAN 1915 WEST ADAMS, PERFECTION MICA COMPANY, GRETCHEN STANBERRY 3047 SOUTH 49TH AVENUE CICERO, FLEXIBLE SHAFT COMPANY ROBERT KROGH 7309 COTTAGE GROVE, SIXTEEN PERSONS HAVE BEEN REGISTERED BY US WITH SOLAR MANUFACTURING COMPANY FOR EMPLOYMENT WHEN THE CHICAGO PLANT IS READY TO OPERATE=

ILLINOIS INDUSTRIES FOR THE BLIND ETHEL HEEREN.

CINCH MANUFACTURING CORPORATION

AUTOMOBILE CURTAIN FASTENERS
RADIO PARTS AND METAL STAMPINGS

2335 WEST VAN BUREN STREET

CHICAGO

April 6, 1943

Mr. J. C. Clunk, Chief
Services for the Blind
U. S. Office of Education
Washington, D. C.

Dear Sir:

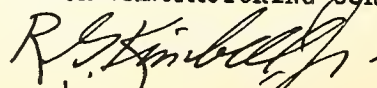
The writer has received a letter from Mr. John H. McAulay suggesting that inasmuch as we employ some blind persons in our manufacturing business, a letter describing their activities would be of interest to you. In these times when war production requirements are heavy and the supply of workers is limited, a number of manufacturing concerns, including our own, have been forced to cast about for additional sources of labor. One of the most obvious of such sources is the handicapped group.

Some months ago Mr. Charles Gratten, Employment Placement Officer, Department of Public Welfare, State of Illinois, sent to our plant a representative who suggested that we might possibly be able to use blind workers on certain jobs. His ideas on the subject were of such interest to us that, we have, at this time, three totally blind workers and three partially or industrially blind workers regularly employed on production assembly work. We find that their work is equal to that of the best of our sighted workers on these particular jobs. The work they are doing includes short cycle, highly repetitive light assembly work, all of which goes into combat equipment for our armed forces as working component parts. We also find that these people adapt themselves easily to a variety of jobs of this type. One of our blind men, on certain jobs, is able to adjust his own machine and the dies which are used therein.

It might be of interest to you to know that our blind employees were hired with the definite understanding that they would neither be segregated nor receive any special attention or service beyond absolute necessity. Without exception each of these people expressed their approval of this arrangement. One of the unexpected results of our activities along these lines was that the general morale of the departments in which blind workers were placed showed a steady improvement from the date of their employment. Other workers, who due to the strain of constant pressure in war work had become somewhat irritable or short tempered changed their attitude completely when they saw physically less fortunate workers equal or exceed their own production. Friendly competition developed. All in all, it is the writers opinion that we as employers and also as fellow-workers have benefited greatly by our association with these handicapped workers in our organization.

Very truly yours,

CINCH MANUFACTURING CORP.



R. G. Kimbell, Jr.
Personnel Manager

HOWARD

PHONE 5571

SEND MAIL TO

P. O. BOX-432

MANUFACTURING COMPANY

15 Fourth Street

Council Bluffs, Iowa

May 11, 1943

State of Iowa
Commission for the Blind
Des Moines, Iowa

Attention: Mrs. Ethel Towne Holmes
Executive Secretary

Dear Mrs. Holmes:

Almost two months have passed since we hired Lucille Dunlavy and I am sure that you would be interested in the progress she has made in her work.

When she first was employed it was our intention to use her for some type of inspection work. However, we found that there were other things that she was capable of doing in the regular course of production. We have had her on a number of detail jobs and she is now working at a stationary jig.

I have had some very fine reports of her from the plant in respect, not only to her ability, but also to her work attitude.

I am sorry that I have not given you this information before, but at any time that you would care to, feel free to make further inquiry.

Yours very truly,

HOWARD MANUFACTURING COMPANY

T. W. Keller
T. W. Keller, Gen'l Mgr.

TWK:ME



HOWARD MANUFACTURING COMPANY
STATIONARY JIG OPERATOR



DAY & ZIMMERMANN, INC.

ENGINEERS

NEW YORK PHILADELPHIA CHICAGO

IOWA ORDNANCE DIVISION

IOWA ORDNANCE PLANT
BURLINGTON, IOWA

SUBJECT Personnel
FILE NO 3616M

April twenty-seventh
Nineteen forty-three

Mrs. Ethel T. Holmes
Executive Secretary
Iowa Commission for the Blind
Des Moines, Iowa

Dear Mrs. Holmes:

We thought you might be interested to know that Mr. Leroy Stadtlander, the blind man working in our Preliminary Inspection Department, is proving to be an excellent inspector due to the fact, no doubt, that his sense of touch is so keen. He has been advanced to more difficult work and has proved satisfactory at every stage.

He has orientated himself in his new surroundings, and we feel that the employment of Mr. Stadtlander has proven that keen intelligent persons are not handicapped by blindness for this type of work.

Very sincerely yours,

DAY & ZIMMERMANN, INC.

H. D. Honan
Chief Inspector
IOWA ORDNANCE DIVISION



PHOTO BY JOHN L. CORBETT



JOHN MORRELL & Co.

"Since 1827"

Pork and Beef Packers

General Offices OTTUMWA, IOWA

TOPEKA, KANSAS

Mar. 31

of Morrell's 117th year
1943

ADDRESS REPLY TO JOHN MORRELL & CO.

ATTENTION OF MR. R. M. Owthwaite

Mr. August McCollom
Bureau of Service for the Blind
801 Harrison Street
Topeka, Kansas

Dear Sir:

My attention is called to the fact that it is now eight months since, through your good offices, we employed Miss Lillian Blagg to work in this Plant as an operator on a labeling machine as may be seen in the enclosed picture.

We are glad to report that Miss Blagg's services have been excellent and in every way equal to that of a fully-sighted person. As a matter of fact, quite early in her employment Miss Blagg was able to work out on her own initiative a plan of handling her work that gave increased production which, of course, was very gratifying to all concerned.

As a matter of record, we are glad to say that there simply have been no complications at all in the handling of this case. We had no difficulty in finding one of our employees who was glad to act as guide. Further as a matter of record, rather than representing anything of a hazard in the department, it seems to have had the wholesome effect of other employees moving around a little more circumspectly and with a better realization of the dangers of careless operation.

Miss Blagg herself is of pleasant and cheerful disposition, and we regard her as a good and valuable employee.

Yours very truly,

JOHN MORRELL & CO.

Robt. M. Owthwaite

Manager





AIRCRAFT ACCESSORIES CORPORATION

Fairfax and Funston Roads, Kansas City, Kansas, U. S. A.

Telephone FAirfax 3200

• Bell Teletypewriter KC 369

March 15, 1943

Mr. M. A. McCollom
Industrial Placement Agent
Bureau of Services to Blind
801 Harrison
Topeka, Kansas

Dear Mr. McCollom:

This is in answer to your request for information concerning the services and ability of Clarence McPherson whom, as you may know, is one of our best finishers in our Crystal Laboratory. Mr. McPherson is totally blind and is now leading all other crystal finishers in our three laboratories at Dayton, Ohio, Kansas City and Slater, Missouri.

Crystal finishing is an operation which requires extremely accurate handlapping of small quartz plates, whose ultimate function is to control the frequency of radio transmitters used in aircraft. The accuracy with which the quartz plants must be lapped is so great that normal mechanical methods of measurement cannot be used. Radio equipment is required and we have been able to design special apparatus which permits the blind person to make his reading with equal facility.

I should like to commend Mr. McPherson's work, since even considering his blindness, he is superior to any of our other personnel doing the same operation.

Very truly yours,
AIRCRAFT ACCESSORIES CORPORATION

C. N. Kimball
Vice President

CNK:h



THE PERRY PACKING COMPANY

114 POYNTZ AVENUE
MANHATTAN, KANSAS

September 8, 1941

Mr. Harry E. Hayes, Supervisor
Service To The Blind
State Department of Social Welfare
Topeka, Kansas

Dear Mr. Hayes:

We are very glad to tender a testimonial in favor of the employment of visually handicapped workers. In our dealings with prospective workers and in our consultation with representatives of your department, we have been impressed by the eagerness to put the work of these handicapped persons upon a purely "value-received" basis. There was no suggestion at all that we should consider the employment of these handicapped persons as a charitable act. At the same time, of course, the supervisors have been alert to protect the blind from exploitation in any manner or to any degree.

We have in our employ Mr. Howes, who is not only almost totally blind, but also totally deaf. His attitude has been a real challenge and a real inspiration to our other workers. Even though he may not always measure up in his output with other workers, he imparts a tone to our personnel as a whole which amply compensates us for the extra difficulty in communicating with him.

We believe that plants of our character, to the degree that they can make economic use of physically handicapped persons, will find their presence most salutary.

Yours very truly,

By 
A. F. Peine

AFP:MA

PERRY PACKING CO.

THE **GOERZ FLOUR MILLS COMPANY**

NEWTON KANS



Mr. Harry E. Hayes
Supervisor
Division of Service to Blind
Topeka, Kansas

Sept.
6th
1941

Dear Mr. Hayes:

I have your letter requesting information as to the results being obtained by the employment of Mr. Charles Merritt who is visually handicapped.

I am very glad to advise that Mr. Merritt who has been working since last fall in our sack cleaning department, is giving the very best of satisfaction.

Mr. Merritt not only has an excellent attitude with respect to his work, but we find that he is able to do fully as much as we were able to get done by an employee who was not handicapped. It is true that he is not able to perform duties within as wide a range as a person who is not handicapped; however he not only cleans as many or more sacks than workers who are not handicapped but he keeps the bag cleaning department in better condition than we were able to get done before.

We would be very glad indeed to answer any inquiries in regard to this particular type of employee.

Yours truly,

THE GOERZ FLOUR MILLS CO.

Paul Ross

PR:PR

Paul Ross, Sec'y



GOERZ FLOUR MILLS COMPANY
SACK CLEANING

DIVISION OF SERVICE TO BLIND

NORTH AMERICAN AVIATION, INC., OF KANSAS

KANSAS CITY



KANSAS

March 26, 1943

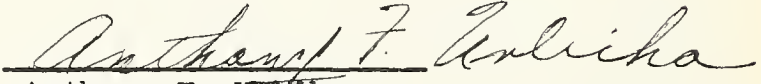
Mr. M. August McCollum
Industrial Placement Agent
Bureau of Services For the Blind
801 Harrison
Topeka, Kansas

Dear Mr. McCollum:

Enclosed are photographs numbers 82-1203 and 82-1204 of Miss Elizabeth Bartlett and Norman Laudemann, two of a number of blind persons working in the Kansas City plant of North American Aviation, Inc.

Miss Bartlett puts terminals on wires in the electrical assembly department with a Stakon machine; Mr. Laudemann operates a tube flaring machine. These blind workers have jobs in departments where many sighted persons are also employed doing similar work. Those supervising the work in these departments say that the work of the blind persons is very satisfactory. They say that although their work is slower because of their handicap their total output is high, probably due to the fact that they are not distracted from their work.

Sincerely yours,


Anthony F. Urbaha,
Director of
Employment.

HD:MGM



NORTH AMERICAN AVIATION, INC., OF KANSAS
TUBE FLARING MACHINE OPERATOR



BUREAU OF SERVICES FOR THE BLIND
PHOTO BY ARMY AIR FORCES

NORTH AMERICAN AVIATION, INC., OF KANSAS
PUTTING TERMINALS ON WIRES

BOEING AIRPLANE COMPANY

WICHITA DIVISION

WICHITA, KANSAS

February 15, 1943

In Reply Refer to

IDS:HN

Mr. August McCollom
Industrial Placement Agent
Bureau of Services for the Blind
801 Harrison
Topeka, Kansas

Dear Mac:

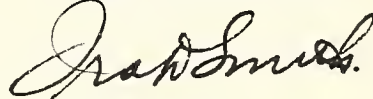
At the present time nine of our employees in the plant do not have the total use of their eyesight. These persons are working in production areas as follows:

Clyde Berry - works on the burr bench
Bill Busey - works on the burr bench
Bert Mayes - works on the burr bench
Gaye Tylor - uses the squeeze rivet gun.
Mary Skripsy - uses the squeeze rivet gun
Herbert Johnson - runs a tube flaring machine
Arthur Kloster - runs a tube flaring machine
John Ansbro - is a stock clerk
Deloris Taylor - is a helper in the heat treat shop.

All of these employees are doing very satisfactory work and Boeing is proud to have given them these employment opportunities. We appreciate your cooperation and hope that in the future we shall be able to use several more persons who are thus afflicted.

Sincerely yours,

BOEING AIRPLANE COMPANY
Wichita Division



Ira D. Smith
Employment Manager



BOEING AIRPLANE COMPANY
SQUEEZING RIVETS
BUREAU OF SERVICES FOR THE BLIND
PHOTO BY BOEING AIRPLANE COMPANY



BOEING AIRPLANE COMPANY
PERFORMING BURRING OPERATION
BUREAU OF SERVICES FOR THE BLIND
PHOTO BY BOEING AIRPLANE COMPANY

O M STRAUBE PRESIDENT
R E WHITWORTH V. PRESIDENT
D V. McDONALD, V. PRESIDENT
J O ARMSTRONG V. PRESIDENT
F B NELSON TREASURER
C N MILLER SECRETARY
J H RILEY GEN. TRAFFIC MGR



Nutrena Mills, Inc.

GENERAL OFFICES
44 EWING STREET
KANSAS CITY, KANSAS



March 27, 1943

Mr. M. August McCollom,
Industrial Placement Agent,
Bureau of Service for the Blind,
Topeka, Kansas.

Dear Mr. McCollom:

I am very glad to advise you that James Stewart, the blind worker you placed with our organization last August is doing very nice work--in fact, Jim has learned to do practically all of our different job operations, and has been advanced up to within five cents an hour of our top maximum wages.

In fact, Jim has been able to learn the work of such operations as running the sewing machine, automatic scales, etc.

He is a very capable, steady and industrious worker, and gets lots of pleasure in being able to take his place in the industrial set-up.

I can assure you that we are very glad to have a worker of this type in our organization.

Yours very truly,
NUTRENA MILLS, INC.

DVMc:LC

Wm. H. Starnes



ESTABLISHED 1852

JOHN A. COLLINS
AGENT
LEWISTON, MAINE

BATES MFG. CO.
MANUFACTURERS OF TEXTILE FABRICS

LEWISTON, MAINE

May 4, 1943

Mr. Walter Moran
Placement Agent
Services for the Blind
Department of Health & Welfare
State House,
Augusta, Maine

Dear Mr. Moran:

Replying to your letter of April 26th in reference to the blind girls that we have working here at Bates Mfg. Co., please be advised that these girls are applying themselves to their work in a very satisfactory manner, and without doubt are doing just as much work or more so than persons with normal sight would do.

We are pleased to have them here with us and will co-operate with you in every way, and hope that we can obtain more girls or boys of the same general character as those who are now here.

Sincerely yours,

John A. Collins, Agent

JAC:EH

W. S. LIBBEY COMPANY

MANUFACTURERS OF TEXTILE FABRICS

LEWISTON, MAINE

ALLA A. LIBBEY
PRESIDENT
W. SCOTT LIBBEY
TREASURER
J. P. MCGUCKIAN
ASS'T TREASURER

WM. DEACON, JR.
VICE PRESIDENT
ROBERT MORSE
VICE PRESIDENT

April 28, 1943

Department of Health & Welfare
Bureau of Social Welfare
Augusta, Maine

- Attention: Mr. Walter Moran,
Placement Agent -

Dear Mr. Moran:

To the best of my knowledge, I think this is our first experience in finding employment for a blind person but I don't mind telling you that it has certainly given us quite a thrill. In fact, I think that we are getting as much satisfaction and pleasure out of it as Mr. Beaulé, who is the fellow this employment has been provided for.

As you know, Mr. Beaulé has only been here two or three weeks now but from the very start he entered into the work with zeal and has performed the job remarkably well. As a matter of fact, I think he is turning out more work than a person doing a similar job would do with a good pair of eyes. One observation we have made is that a blind person has no distractions and devotes his entire energies to the work before him.

From our brief experience, it is our impression that the employment of a blind person does not present such insurmountable difficulties if the right type of work can be found suitable for a blind person. In this particular instance, the job that we found for this blind person is almost perfect but unfortunately, we haven't been able to find any other work that would be suitable with no hazards involved.

Very truly yours,

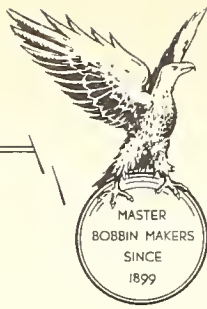
W. S. LIBBEY COMPANY

By

Wm Deacon Jr

WS-M

Partial vision



AMERICAN BOBBIN CO.

LEWISTON • MAINE • TEL • 2140 •

April 28, 1943.

Department of Health and Welfare,
Bureau of Social Welfare,
State House, Augusta, Maine.

Attention Mr. Walter Moran, Placement Agent
Services for the Blind.

Gentlemen:

This letter is in acknowledgement of yours of the 26th.

As you know, we have had in our employ, three blind persons.

One of these is totally blind, also hard of hearing. This employee, working on a polishing job, is very efficient, turns out a good days work, the quality of which is on a par with a man in full possession of eyesight.

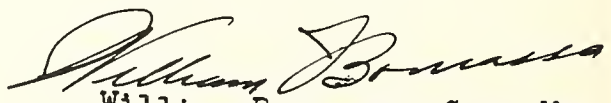
Another, who has recently left our employ so as to be near or with his family, was possessed with about ~~50%~~ ^{10/20} vision. This operative was used in many operations about the plant, did good work and we were sorry to lose him.

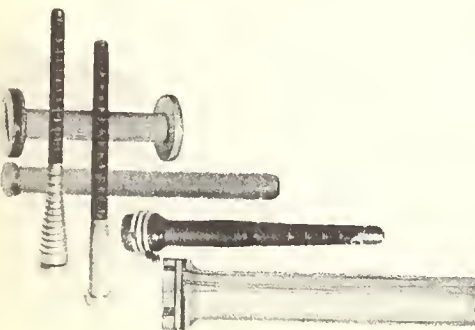
The third has been in our employment about two days. He too, is on the polishing job but not long enough for us to furnish a detailed report. Seems willing and apparently very satisfactory. According to our understanding he possesses about ~~25%~~ ^{vision} *vision sufficient to count fingers at four feet.*

From our experience, we would have no hesitation in hiring more of these unfortunate people for work which requires bench labor. The polishing job on which these employees have been tried out, is of great importance. Bobbins must go to the textile mills slick and smooth, no roughness nor deposits of finish material (shellac or lacquer) can be permitted. Their work, so far has been highly satisfactory.

Yours very truly,

American Bobbin Co.


William Bourassa, Gen. Mgr.



MOOSE RIVER SHOE CO., INC.

MANUFACTURERS OF

MOCCASINS AND MOCCASIN HOUSE SLIPPERS

417 NO. MAIN STREET

(NEAR INDIAN ISLAND RESERVATION)

OLD TOWN, MAINE

April 29, 1943

Department of Health & Welfare
Augusta, Maine

Attention: Mr. Walter Moran
Placement Agent
Services for the Blind

Gentlemen:-

Thank you for your letter of April 26th. It is very difficult for the writer to elaborate or set any definite method by which blind or handicapped individuals can be employed in a factory.

I have had a good deal of experience over an equally long number of years and find that every handicapped individual is as different as their finger prints and, therefore, every individual must of necessity be handled in an individual sense. This, of course, entails a good deal of personal supervision, of personal understanding, and a great deal of patience.

The cost of rehabilitating handicapped workers is great. Here again an important factor is the necessity of employing a quantity, since their capabilities are so varied that a few may average very expensive training periods. Large quantities would, therefore, average a better return. We again emphasize the careful supervision that few firms would be likely to employ due to economic reasons; but again quantity is important since the division of the cost of supervision divided into ten handicapped people would obviously be less per individual. The per cent of skillful workers is a favorable percentage and over a period of time will pay for any investment that a firm so invests. The varied degrees of returns varies equally with the type of handicapped trainees.

We might mention, of course, those handicapped with merely an amputated arm or leg. We have several who have cost us nothing for expense and with the proper placement have one hundred per cent return for the firm.

Next we have several handicapped workers mostly crippled through Infantile Paralysis. These we have trained and

(continued)

MOOSE RIVER SHOE CO., INC.

MANUFACTURERS OF

MOCCASINS AND MOCCASIN HOUSE SLIPPERS

417 NO. MAIN STREET

(NEAR INDIAN ISLAND RESERVATION)

OLD TOWN, MAINE

-2-

placed on work in accordance with their capabilities. With the lower portion of their body paralysed we have given them jobs that allow them to be seated.

Those with one hand paralysed we have trained and placed on work that will allow them to use their keen minds and with sufficient exercise for their both hands in fifty per cent of the cases we have partially rehabilitated their weak hand.

Those without hearing or speech make the best workers and right from the start their earning capacity is much greater than any cost invested in training them.

We have, last and the most difficult, the blind. Our experience has been by no means disheartening and while they take a good deal of supervision and training periods will be longer, we are confident that they can be utilized in some types of work. We again repeat that the success of training blind employees entails humanitarian views, patience and careful supervision.

You may count on us to lend our every support to the fine work that you are doing. It gives us a good deal of pleasure to feel that we are instrumental in aiding in this fine work and want you to feel at liberty to call upon us at any time you deem it advisable.

With sincere personal regards,

Yours very truly,

MOOSE RIVER SHOE COMPANY, INC.

Geo L. Goddard

JLG:ML

ERBERT S. AVERY
AN COURTLANDT LAWRENCE
ICHAEL T. PRENDERGAST
WARD R. WINE
LFRED E. LOPRESTI
OSEPH H. BEECHER
YER Z. KOLODNY
ERNEST WARREN
ILLIAM H. BRENNAN
WARD I. MODISTE
TEPHEN P. WESTON
LOYD H. MCLAUGHLIN
ANIEL W. DONAHUE
ATTHEW I. SHAPIRO

AVERY, DOOLEY, POST & CARROLL

COUNSELLORS AT LAW

177 STATE STREET

BOSTON

Sept. 15, 1941

Commonwealth of Massachusetts,
Division of the Blind,
110 Tremont St.,
Boston, Mass.

Att. Mr. McCarthy.

Dear Sir:

This will advise you that Anna May Kennedy has been in our employ for the past 11 years and that prior to that, she was employed with the London Guarantee & Accident Co. at the time when I was resident attorney for said company, for 8 years; that she has been a dictaphone operator during all these years and that we have found her work surpassing in excellence the work of the ordinary dictaphone operator who has sight.

We have had other dictaphone transcribing operators in our employ from time to time, who have also been trained through the auspices of the Division of the Blind and we have found their training excellent and their services to be desired and it has been our practice, whenever we did need additional assistance in dictaphone transcribing work, to secure an operator trained through the Division of the Blind, if it were possible to do so.

We are glad to recommend the training given and the individuals particularly who have come to our attention, who have profited by such training.

Very truly yours,



HSA/K



Established 1831
S.S. PIERCE CO.
BOSTON

CABLE ADDRESS
ZOEDONE
—
TELEPHONES
KENMORE 7600
LONGWOOD 1300

August 29, 1941.

Mr. W. H. McCarthy
Director of Division of the Blind
110 Tremont Street
Boston, Massachusetts

Dear Sir:

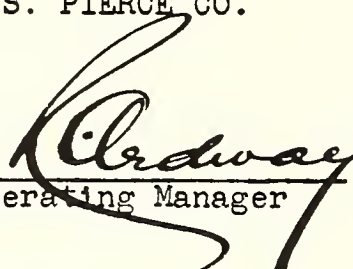
At the request of our Mr. R. E. Walsh, we are writing to report that Mr. Frederick J. Tansey has been employed by us since January 15, 1923 as a typist and ediphone operator.

As you know, Mr. Tansey is totally blind but he has handled his work in a thoroughly satisfactory manner and we consider him a valuable employee.

Very truly yours,

S. S. PIERCE CO.

By


Operating Manager

RO-W



Phoenix Indemnity Company

Home Office, New York

A. HAINES, PRESIDENT
J. LOYD JONES, VICE PRESIDENT
B. CHITTENDEN, VICE PRESIDENT
R. NEWHOUSE, VICE PRESIDENT
R. ROBINSON, VICE PRESIDENT
T. CUNNINGHAM, SECRETARY AND TREASURER

NEW ENGLAND DEPARTMENT

W. S. OLDREIVE, RESIDENT MANAGER
141 MILK STREET

BOSTON, MASS.

August 27, 1941.

Director of the Division of the Blind
110 Tremont Street
Boston, Massachusetts

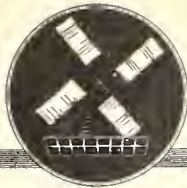
Dear Sir:

In reply to your inquiry as to the progress made by Miss Eleanor Kimball, an employee in this office, will say that Miss Kimball has been with this company since March 2nd, 1922 as a dictaphone operator. The quality and quantity of work turned out by Miss Kimball is equal to and superior to most of the dictaphone operators we have heretofore employed, and I am very glad to give my hearty endorsement for the work she is doing for our company.

Yours very truly,

W. S. Oldreive
Resident Manager

O/Mc



DOWNTOWN
AT STATE & GRISWOLD STS.
AND IN
95 NEIGHBORHOOD LOCATIONS

AWREY BAKERIES

HOME OF THE FAMOUS AWREY QUALITY

TELEPHONE TYLER 6-5700

EXECUTIVE OFFICES
AND MAIN STORE
5207-83 TIREMAN AVE
DETROIT
M I C H I G A N

December 24th, 1942

State of Michigan Social Welfare Commission,
316 East Jefferson Avenue,
Detroit, Michigan

Att: Mr. Chamberlain

Dear Sir:

You have in the recent past placed with us some several people who are afflicted with very sub-normal eye-sight, and you have asked us to give you our experience with them.

We are very happy to inform you that they have worked out to very good advantage with us. It is true that there are only certain positions in which they may be placed, but if positions are properly selected for them we find that their work is practically just as good and just as satisfactory as the work of anyone else.

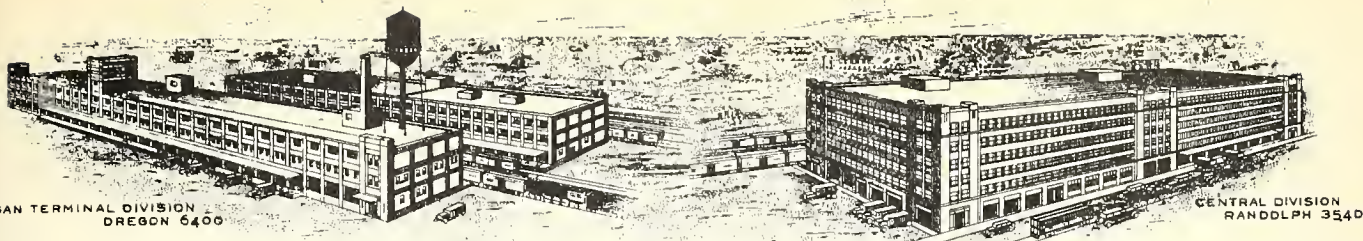
We feel that it is the responsibility of every successful concern to cooperate in giving employment to these unfortunate people, and we are certainly more than glad to do so particularly inasmuch as it turns out that they are able to do the work satisfactorily and, therefore, their employment here does not represent any expense to the company.

Yours respectfully,

TLA:F

AWREY BAKERIES

J. L. Awrey.



CENTRAL DETROIT WAREHOUSE CO.

GENERAL MERCHANDISE STORAGE - U.S. BONDED WAREHOUSES

EXECUTIVE OFFICES - WEST FORT AT TENTH ST.

DETROIT, MICHIGAN

WAREHOUSING
DISTRIBUTING
FINANCING
SALES

ADDRESS ALL COMMUNICATIONS
TO THE COMPANY

May 22, 1942.

Mr. Wm. M. Chamberlin,
State Placement Agent,
Michigan Dept. of Social Welfare,
Detroit, Michigan.

Dear Mr. Chamberlin:

You recently asked us for an expression of our views as to the employment of "capable" blind men in our warehouses - this mainly based on the young man referred to us some months ago by your office for a "night time" job then available.

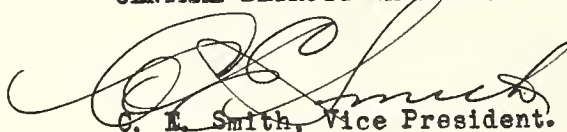
We are indeed happy to advise you that this young man, placed on your recommendation, performed his duties in a most satisfactory manner and clearly demonstrated your contention that "a carefully selected sightless individual assigned to a job within the realm of his possibilities will prove just as efficient and perhaps - in some instances - even more dependable than a sighted employee".

This young man has recently left us to accept a position which he thought was better suited to his requirements - a day time job - this action on his part further proves his initiative and ambitions.

When we have another opportunity for a similar placement we shall be only too glad to get in touch with you.

Very truly yours,

CENTRAL DETROIT WAREHOUSE CO.,


C. E. Smith, Vice President.

WESTON ELECTRICAL INSTRUMENT CORPORATION

MANUFACTURERS OF
ELECTRICAL MEASURING INSTRUMENTS AND APPLIANCES

IN YOUR REPLY
PLEASE REFER TO



CABLE ADDRESS
"WESLEC"
TELEGRAPHIC CODE
"A. B. C."
OR LIEBERS

NEWARK, N. J.

May 13, 1943

New Jersey State Commission for the Blind,
1060 Broad Street,
Newark, New Jersey.

Attention: Mr. Arthur Voorhees

Dear Sir:

It would be untrue to state that we entered upon a program of hiring blind persons, without some misgivings. We felt that our work was different, too exacting and entirely outside the realm of possibility for blind workers. We have, of course, since come to realize the fallacy of such opinions.

Four blind people are now employed here at Weston, two men and two girls, and the operations which they perform, with a skill and speed comparable to sighted workers, include inspection of screw machine parts by use of plug and snap gauges; assembly of magnets by use of automatic wrench; assembly of resistance bulbs by use of arbor press; assembly of cases and bases with many small parts; and a variety of bench operations such as cutting lead wires to length, counting, etc.

The assimilation of these blind people into our organization has been unbelievably smooth and easy, and altogether satisfactory. The blind people in our employ have managed to make friends quickly among their fellow workers who voluntarily escort them to their work place, to the wash rooms; and to the cafeteria.

The quantity and quality of work produced by our blind employees is on a par with the most proficient sighted employees having the same length of service.

The most impressive factor in this entire program, however, is the reaction of their supervisors reflected in the following excerpts from reports submitted:

"Tillie has taken hold of the magnet assembling job like a veteran, her output is far above normal and her radiant personality has given an impetus to her fellow workers."

"We put Helen on the lead cutting operation and she has made out very well. Her point hour is now running around 80 or 85. (Note: Normal output is 60 work points per hour.) Helen is very happy in

WESTON ELECTRICAL INSTRUMENT CORPORATION

MANUFACTURERS OF
ELECTRICAL MEASURING INSTRUMENTS AND APPLIANCES

IN YOUR REPLY
PLEASE REFER TO



NEWARK, N. J.

CABLE ADDRESS
"WESLEC"
TELEGRAPHIC CODE
"A. B. C."
OR LIESERS

-2-

her work and makes light of her handicap."

"Up to this date Anthony is making a very good showing for himself both in conduct and production."

"Carmine's record is as follows: Conduct, mental attitude and cooperation are excellent; adaptability, skill and workmanship are good; productivity is normal; attendance is excellent."

We would like to thank you for bringing these very fine employees to us especially in view of the present manpower shortage.

We are confident that if these employees continue their good work there will always be a place here for them even after the war.

Very truly yours,

WESTON ELECTRICAL INSTRUMENT CORPORATION

James R. Abrams
Director of Industrial Relations

CCW:GK



PHOTO BY MOORE STUDIOS, INC.

Warren Webster & Company

ESTABLISHED 1888

EXECUTIVE OFFICES AND WORKS, CAMDEN, NEW JERSEY



THIS LETTER IS FROM
HOME OFFICE AND WORKS, CAMDEN, NEW JERSEY

April 26, 1943

N. J. State Commission for the Blind
1060 Broad Street
Newark, New Jersey

Attention: Mr. Arthur Voorhees, Placement Officer

Dear Mr. Voorhees:

With reference to your letter of April 22nd asking us our opinion as to quality of work, dependability and effect on personnel of our blind employees, we have had in our employ two totally blind men, Messrs. Earl Quay and Lewis Palmer. Their work with us has been entirely satisfactory. The only actual work that we encountered was seeing that they get in and out of the buildings safely and assigning someone to take them to and from the washrooms.

The type of work they do, namely bench work, is on a par with the rest of the employees in the department. As far as this company is concerned they are just two regular employees doing the same work as any other individual in the department.

As long as we have this type of work available we are entirely satisfied to have men of this type working for us.



JPH:mr

Very truly yours,

WARREN WEBSTER AND COMPANY

J. P. Hogan, Factory Supt.

STEAM Heats
America . . .

REPRESENTATIVES IN

ALBANY	CHATTANOOGA	DES MOINES	HOUSTON	MILWAUKEE	OMAHA	RALEIGH	ST. LOUIS	TOLEDO
ATLANTA	CHICAGO	DETROIT	INDIANAPOLIS	MINNEAPOLIS	ORLANDO	RICHMOND	SALT LAKE CITY	TRENTON
ATLANTIC CITY	CINCINNATI	EASTON	KANSAS CITY	NEWARK	PEORIA	ROANOKE	SAN ANTONIO	TULSA
BALTIMORE	CLEVELAND	EL PASO	LOS ANGELES	NEW HAVEN	PHILADELPHIA	ROCHESTER	SAN FRANCISCO	WASHINGTON
BIRMINGHAM	COLUMBUS	GRAND RAPIDS	Louisville	NEW ORLEANS	PITTSBURGH	ROCK ISLAND, ILL.	SEATTLE	WICHITA
BOSTON	DALLAS	HARRISBURG	MEMPHIS	NEW YORK	PORTLAND	SAGINAW	SPOKANE	WILKES BARRE
BUFFALO	DENVER						SYRACUSE	YAKIMA

UNITED STATES PIPE AND FOUNDRY COMPANY

GENERAL OFFICE

BURLINGTON, NEW JERSEY

February 18, 1943.

Mr. Arthur Voorhees, Placement Officer,
New Jersey State Commission for the Blind,
1060 Broad Street,
Newark, New Jersey.

Dear Mr. Voorhees:

A year ago today a young man by the name of Earl Moore was employed as a coremaker in the Special Foundry Department of the Burlington Plant of this Company. In view of the fact that his employment was accomplished through your efforts it occurs to me that you will be interested in knowing just what progress he has made during the year he has been one of our employees.

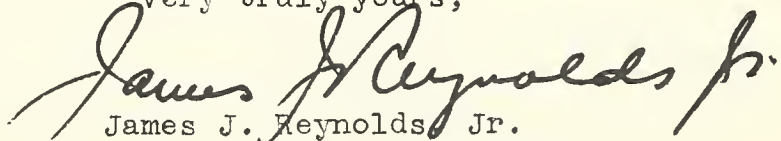
You will recall that when we discussed the possibility of Mr. Moore's working in a foundry we expressed our doubt as to whether a man totally blind could possibly adapt himself to the somewhat confusing activities of this industry. Our doubts in this direction, however, were very soon dispelled by the manner in which this young man took hold of his job and soon earned the respect and confidence of his fellow workers.

He was originally employed at the minimum rate of $59\frac{1}{2}\phi$ per hour which was increased in May, 1942 to 64ϕ per hour and in January, 1943 was again increased by reason of his increased proficiency to 69ϕ per hour. His total earnings for the forty-five weeks ending December 31, 1942 were \$1412.20 or an average of \$31.38 per week.

To our knowledge he has never been anything but an ideal employee. His foreman and his fellow workers have the greatest respect for his ability as a worker and utmost admiration for his general excellence as an individual.

I recall that when Moore was employed he became the first blind man ever to work in an iron foundry in this country and from the record which he is establishing we would say that the field of activity for those handicapped in a similar manner has been broadened materially.

Very truly yours,



James J. Reynolds Jr.
Assistant to the President.

SWITLIK PARACHUTE COMPANY

Switlik Safety Chutes

PILOT SAFETY BELTS - FLYING ACCESSORIES

TRENTON, N. J.

April 26, 1943

N. J. State Commission for the Blind,
1060 Broad Street,
Newark, New Jersey

Attention: Mr. Arthur Voorhees
Placement Officer

Gentlemen;

In connection with your letter of April 22nd in which you make inquiry on the several blind persons that we have in our working force at this plant. The quality of work turned out by these men is equal to the output of sighted personnel. The rate of production of the blind personnel exceeds that of the sighted personnel.

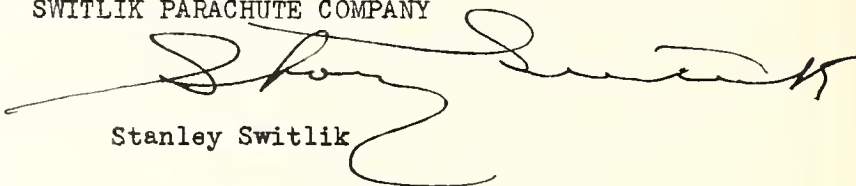
The manner in which they carry themselves and the precautions which were given them, make them equally safety-minded and no real hazard is involved in their employment.

It is our opinion that the manner in which they approach their particular undertaking has been a stimulus to sighted employees and has a tendency to increase production in the areas in which we have them situated.

We are well satisfied with this type of employee as we feel they are a credit to our organization.

Very truly yours,

SWITLIK PARACHUTE COMPANY



Stanley Switlik

SS/md

STAR ELECTRIC MOTOR CO.

MANUFACTURERS OF

ALTERNATING AND
DIRECT CURRENT MOTORS



GENERATORS AND
MOTOR-GENERATOR SETS

TELEPHONES: BLOOMFIELD 2-8160-1-2-3

200 BLOOMFIELD AVENUE

BLOOMFIELD, NEW JERSEY

May 5, 1943

Mr. Arthur Voorhees
Placement Officer
New Jersey State Commission For The Blind
1060 Broad Street
Newark, New Jersey

Dear Mr. Voorhees:

In answer to your letter of April 22 inquiring into the progress of the blind people which we have in our employ, we wish to state that our experience has been very satisfactory.

As you know, we originally hired James Sofka to work in our Assembly Department, and at the present time he is considered one of the best employees in the department and has become quite adaptable in many different operations. His chief work at the present time is assembling rotor cage assemblies to shafts for electrical apparatus used for the U. S. Army.

We have employed two additional blind employees, Michael De Nucci and Francis Fennessy, and they also have worked out very satisfactorily.

Michael De Nucci is working on a small arbor press, pressing in pins and assembling springs on an electrical assembly.

Francis Fennessy is assembling terminal strips on a small electrical assembly and tightening up nuts and screws for proper adjustment.

The production of these blind employees is comparable to the production, and in some cases exceeds the production of other employees. It has had a very good effect on the morale of the department as a whole having these men in our employ who are always ready with a cheerful smile and a good word for their fellow workers.

The New Jersey Commission for the Blind is to be commended for the splendid instruction which these blind people have obtained and also for the effort which they expend in getting these blind employees placed in industry, and I am sure that a good many other employers will find that the addition of one or two blind persons in their plants will have a good effect on the general morale and attitude of other employees.

Yours very truly,
STAR ELECTRIC MOTOR COMPANY

F. Eberhard
F. Eberhard
Manager - Tank Division

FE:DC



STAR ELECTRIC MOTOR CO.
PUNCH PRESS OPERATOR

NEW JERSEY STATE COMMISSION FOR THE BLIND

OTIS ELEVATOR COMPANY

AERONAUTICAL DIVISION
1000 FIRST STREET

HARRISON, N. J.

May 14, 1943

Mr. Carl Hvarre, Placement Agent
New Jersey State Commission for the Blind
1060 Broad Street
Newark, New Jersey

Dear Mr. Hvarre:

Replying to your letter of April 22nd, regarding our blind employees, I can state in behalf of the Management that the program is working out very successfully.

As you know, the original plan was worked out between our Manager, Mr. W. B. Edwards, and myself. The results have far exceeded our expectation and we intend to expand this program.

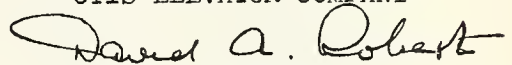
The blind employees compete successfully in "touch inspection" with sighted employees. Progress is somewhat slow in the beginning, but after a reasonable length of time the amount of production reaches a point where we consider it satisfactory. The quality of work is excellent; so far we have had no complaints on errors. The attitude toward Management is exceedingly good and they are very dependable. They adhere strictly to our safety regulations, and in general are good all around employees.

An interesting result of the experiment is, that blind people have a stimulating effect on the rest of the personnel. The sighted people are anxious to give assistance and go out of their way to help them.

I can only repeat that the Management is well pleased.

Thank you for your personal cooperation.

Very truly yours,
OTIS ELEVATOR COMPANY



DAVID A. ROBERTS
Personnel Director
Aeronautical Division

PS - Enclosed are two photographs which have been released for publication by the War Dept., Washington, D. C.

May 14, 1943

MEMORANDUM

To: D. A. Roberts, Personnel Director
From: W. K. Wilson, Quality Mgr.

With reference to your inquiry as to how blind people are working in my department, I have found them to be completely satisfactory as to production, dependability and quality of work.

Although most of our blind workers are now earning between \$50.00 and \$60.00 per week, there is every indication to believe that in the course of a year's time, with their normal increases, these people should be earning between \$90.00 and \$100.00 per week.

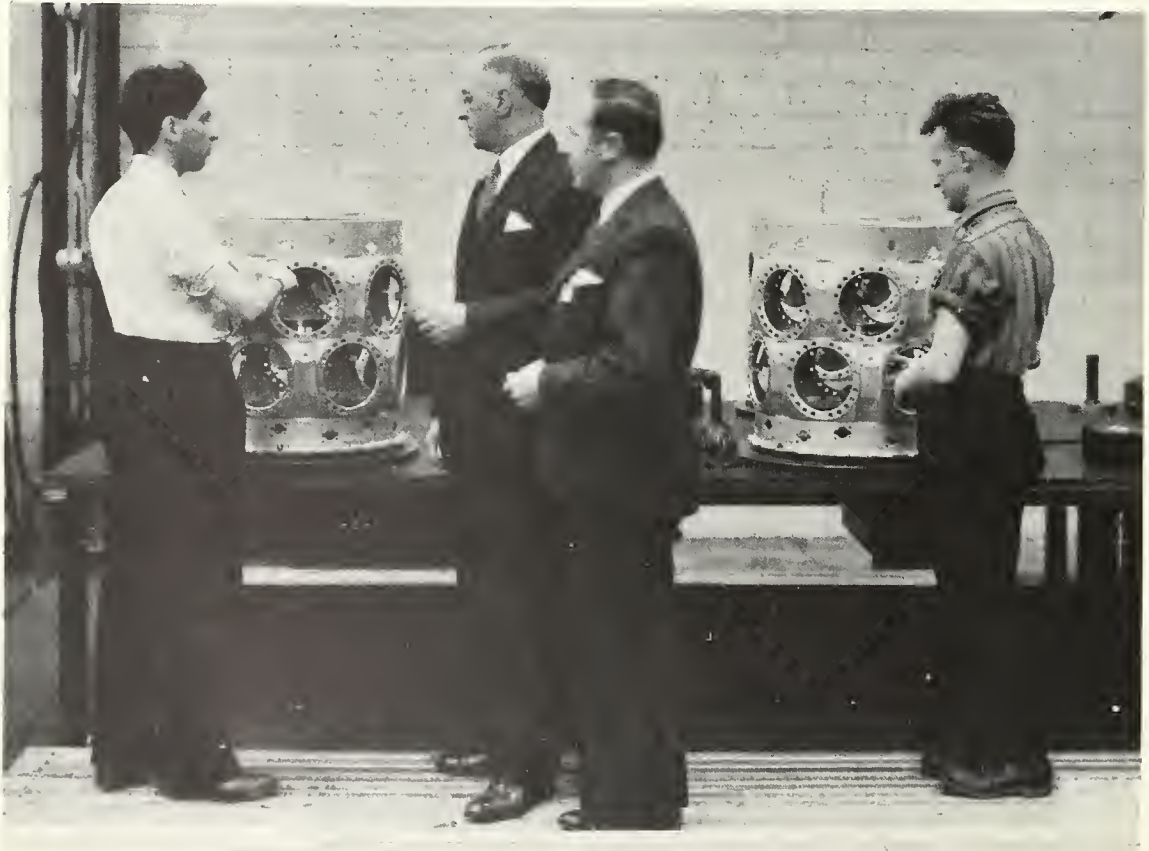


PHOTO BY OTIS ELEVATOR COMPANY



SOLAR MANUFACTURING CORPORATION

C A P A C I T O R S

BAYONNE, N.J.&
West New York, N.J.

May 4, 1943

New Jersey State Commission For The Blind
1060 Broad Street
Newark, New Jersey

Att: Mr. Carl Hvarre, Replacement Agent

Gentlemen:

In reply to your recent inquiry regarding our experiences with the employment of blind persons, we are pleased to state that to date, they have been most satisfactory. As you know, we have ten such people now at work in the Mica Inspection Department of our West New York Plant.

There are no management problems insofar as this group is concerned. We insist upon the same quality of work and production efficiency from them as from all other workers. Absolutely no concessions are made to them except that we permit them to depart just a few minutes before the regular quitting time to avoid the normal rush.

As a general rule, we have refrained from gathering statistics relative to the numerous handicapped people we employ, preferring to think of them as normal workers. However, because of the interest created by the contribution these blind workers are making to the war effort, we have made some observations to compare their work with that of sighted people. In no way do they suffer by comparison. I may add that I take keen personal satisfaction in being able to point this out to the numerous visitors who come to our plant.

We trust that our experiences may lead others to give these people a chance to prove that they can be a definite asset to industry, not only during these critical times, but also in the future when things again return to normal.

Very truly yours,

SOLAR MANUFACTURING CORPORATION

A handwritten signature in dark ink, appearing to read "W. E. Durnan".
William E. Durnan
Superintendent

WED/tn



SOLAR MANUFACTURING CORPORATION
MICA INSPECTORS

NEW JERSEY STATE COMMISSION FOR THE BLIND
PHOTO BY C.B. DETRICK



SKILLMAN HARDWARE MFG. CO.

MANUFACTURERS OF
BUILDERS HARDWARE
TRENTON, NEW JERSEY

April 27, 1943

Arthur Voorhees,
Placement Officer,
N.J. State Commission
for the Blind.

Dear Mr. Voorhees;

We are very much pleased with the work of the young lady that you placed in our plant. Her rate of production has been much above the average, the quality of her work has been above the average. She is a very pleasant person, well liked by our personnel, and she has been well received by them.

Our business has been rather badly changed about, due to war conditions, and it has been necessary for us to change the type of work that this girl performed on two occasions. We found her to be very adaptable, and had no difficulty in teaching her new jobs.

In fact, we have use for two more of your girls now. If they are not available now we would be pleased to take them on when you do have them available.

We want to take this occasion to congratulate you on the very splendid way in which you introduced this young lady to our work and starting her off on her job and the careful ground work that you laid with our foreman.

We are with all best wishes,
Yours sincerely,

SKILLMAN HARDWARE MFG. CO.

S/H

E. F. Swepkin

The Regina Corporation

RAHWAY, NEW JERSEY



April 23, 1943

New Jersey State Commission for the Blind
1060 Broad Street
Newark, New Jersey

Gentlemen:

I am most happy to acknowledge your letter of April 22, 1943, relative to the employment of blind people in our facility.

We operate a small plant, primarily a machine shop, and because of the nature of our work we are necessarily limited in the employment of blind people.

However we do have one blind employee, Mr. William White, a former newspaper reporter employed as an inspector, using plug, feeler and flush pin gauges. Because of his exceptional sense of touch, the quality of his work is above average; over that of his fellow workers who can see. A report from Mr. White's immediate superior, shows that the quality and quantity of his work is very satisfactory. We have not experienced adverse safety problems because of his employment. It is our opinion that his employment has had a good effect upon the morale of fellow workers.

It is a pleasure to pass this information on to you, and we hope to find it possible to utilize the help of additional handicapped people as time and conditions may permit.

Yours very truly,

THE REGINA CORPORATION


J. H. Devlin
Personnel Manager

JHD:eb





RCA VICTOR DIVISION
OF
RADIO CORPORATION OF AMERICA

Camden, New Jersey

May 3, 1943

Mr. Arthur Voorhees, Placement Officer
New Jersey State Commission for the Blind
1060 Broad Street
Newark, New Jersey

Dear Mr. Voorhees:

In response to your inquiry concerning the progress of the blind operators in the Camden Plant of the RCA Victor Division of Radio Corporation of America, we are pleased to report a very fine picture.

Subsequent to the original placement of blind operators during the early summer of 1941, we have been fortunate in having placed ten additional men and women directly on productive operations, assisting materially in aiding the war effort. Three female blind operators are presently employed on productive operations along with the sighted personnel. One of the three girls is twisting and re-tinning wire leads, averaging better than fifteen per cent above the base rate for the job. The other girls are working as mica splitters and gaugers where accuracy is essential to the thousandth of an inch.

Of the five male operators, one has more than made the average rate of the occupation as a record finisher. Another operator is a drill press, emery wheel and grinder on incentive basis, while still another is employed on various machine operations and welding earning the average wage of other employees in his department. Two males are employed as assemblers of intricate parts on war production assemblies and are doing satisfactory work.

One of the girls employed on hand lapping of crystals turned out to be one of our best operators. She has since been released to the New Jersey State Commission for the Blind to act as an instructor. One of the most outstanding examples of courage in overcoming a physical handicap was evidenced by a blind engineer who was employed in the Crystal Laboratory who was later released to instruct engineering at Haverford College, Pennsylvania.

We feel that a great deal of the success we have experienced with the entire placement of blind individuals is due to the close cooperation of the New Jersey Commission for the Blind, who try out the jobs before the operators are placed. In every case but two the operators came through in a comparatively short time. The two exceptions worked out satisfactorily after transferring to different operations. At present the entire group is earning the base rate of their jobs and most of them are producing average or better output along with good quality workmanship.

“ G O R C A A L L T H E W A Y ”

2- Mr. A. Voorhees

5-3-43

One thing in the blind operators' favor is that you will always find them at their work and doing their best to earn a livelihood, and "doing their bit" for the all-out effort. Supervision is well pleased and not willing to release the blind individual for an employe who has perfect sight. Sometime in the near future I would be glad to discuss with you the possibilities of placing more blind persons.

Wishing you continued success in this very worthy undertaking, I remain,

Yours sincerely,

RC Maslin

R. C. Maslin
Personnel Director

RCM:LS



KAUFMANN BROS. & BONDY, Inc.



WEST NEW YORK, NEW JERSEY

April 26th, 1943.

New Jersey State Commission for the Blind,
1060 Broad Street,
Newark, N. J.

Attention: Mr. Carl Hvarre
Placement Agent

Gentlemen:

In reply to your inquiry of April 22nd, we are glad to be in a position to recommend your program. As you are aware, our experience has been small in comparison with your work in other industries. However, the results obtained in our experience have been eminently satisfactory.

We may state, without hesitating, that the quality and rate of production performed by the blind persons you have placed with us, have been on a par with that of our other employees. We have found your placements to be dependable and assure you that we shall be glad to cooperate with you in the matter of employing blind persons wherever they may fit into our organization.

Very truly yours,
KAUFMANN BROS. & BONDY, INC.


A. H. Clarke

AHC:AM

LAMP DEPARTMENT
GENERAL ELECTRIC
COMPANY

410 EIGHTH STREET
HOBOKEN, N. J.

HOBOKEN LAMP WORKS
G. A. MILLAR, MANAGER

April 23, 1943

Mr. Carl Hvarre
Placement Agent
N.J. State Commission for the Blind
1060 Broad Street
Newark, N. J.

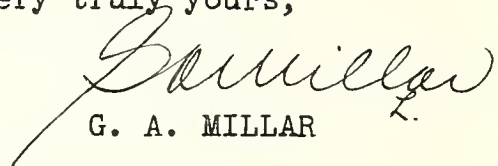
Dear Mr. Hvarre:

In reply to your letter of April 22nd I wish to state that your Employment Program has worked out splendidly in our Plant.

These people whom you have placed with us have turned out a larger quantity of work than sighted persons who have done this work perviously, and the quality of the work has been excellent. We have heard only the highest praise for these people through-out the Works and we are only sorry that you haven't more people to send us. We have had a better understanding with the people supplied by you and far less misunderstanding than any other Employment Service that we have had dealings with.

All in all we are very happy to have these people with us.

Very truly yours,


G. A. MILLAR

FOOTE, PIERSON & COMPANY, INC.

MANUFACTURERS OF ELECTRICAL INSTRUMENTS

EST.



1898

75 HUDSON STREET
NEWARK, N. J.

May 11, 1943

New Jersey State
Commission for the Blind
1060 Broad Street
Newark, New Jersey

Att: Mr. A. Voohrees

Dear Sir:

In reply to your letter of April 22, 1943 relative to the blind people in our employ. A careful check with the respective foremen for whom these people work, indicates that they are capably performing their individual jobs; in fact, to casual visitors to our plant, they would not readily detect that these people are handicapped in anyway.

From the production standpoint, the quantity and quality of their work compares favorably with the sighted employees doing the same type of work.

The safety record of these blind employees has been excellent and they have fitted themselves into the routine of the shop very readily and have proven to be dependable workers.

We would like to take this opportunity to thank you for your selection and training of these sightless persons, as we can sincerely say that they have proven satisfactory in every respect.

Yours very truly,

FOOTE, PIERSON & CO., INC.

Frederick Sigrist
Frederick Sigrist
Personnel Manager

FS/hm

ESSEX TOOL & DIE CO., INC.

Dies, Jigs, Fixtures, Moldings, Metal Stampings and Assemblies, Tool Engineering

219 SOUTH 18th STREET, EAST ORANGE, N. J.

April 26, 1943

N. J. State Commission for the Blind
1060 Broad Street
Newark, New Jersey

Att: Mr. Arthur Voorhees, Placement Officer

Gentlemen:

In answer to your inquiry of April 22, 1943, we are happy to say, we are more than pleased with the placement you have made with our concern.

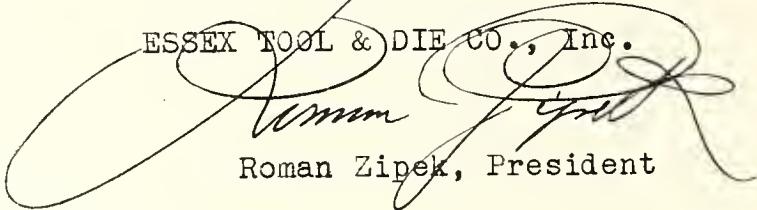
This new employee has filled a job formally operated by a sighted person. He is operating two precision milling machines and has increased our daily production considerably over our previous normal rate.

This work is done with the utmost care and finesse of an experienced machinist.

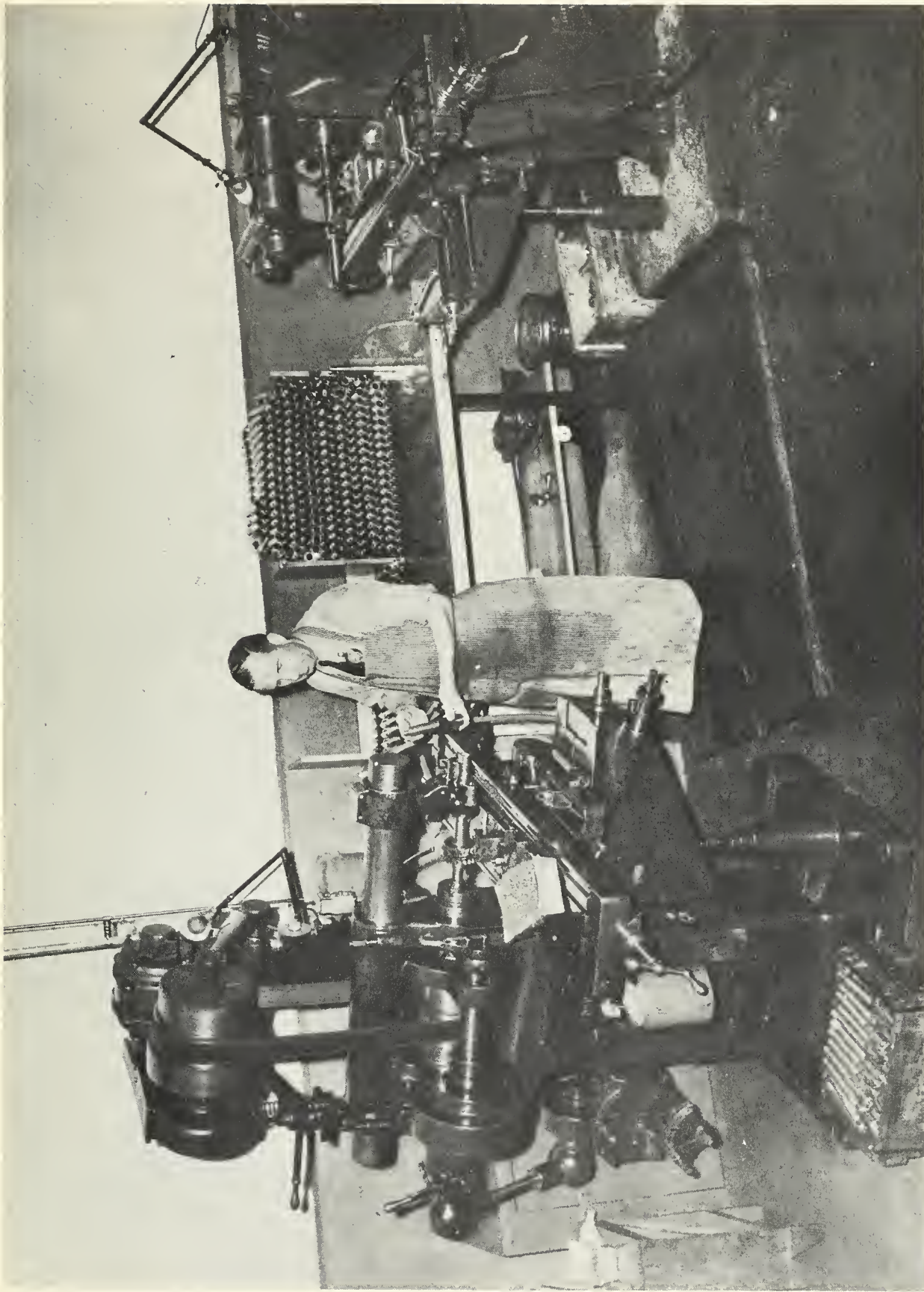
We would not hesitate to advise other concerns to take advantage of this supply of skilled help.

Very truly yours,

ESSEX TOOL & DIE CO., Inc.


Roman Zipek, President

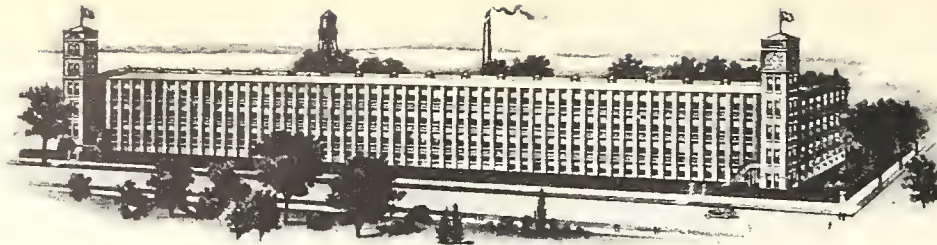
RZ:DK



ESSEX TOOL & DIE CO., INC.
MILLING MACHINE OPERATOR

NEW JERSEY STATE COMMISSION FOR THE BLIND
PHOTO BY BANDY & BOESSER

TRADE **B-D** MARK
REG. U.S.



CABLE ADDRESS:
"BEDECO"
A B C CODE

BECTON, DICKINSON & Co.

MAKERS

MEDICAL AND SURGICAL INSTRUMENTS

RUTHERFORD, N. J.

April 28, 1943

New Jersey State Commission for the Blind
1060 Broad Street
Newark, New Jersey

Gentlemen: Attn. Mr. Carl Hvarre

We have in our employ, Mr. Richard Friend, whom you recommended to us last September.

We are very well pleased with the work performed by Richard. His performance averages between 75 and 80 per cent of our standard, which represents the maximum production of an average operator.

We have particularly noticed how well he gets around without help from his fellow workers, and have overcome our feeling with regard to his safety. He has lost very little time while in our employ, and we consider him very conscientious and dependable. He gets along very well with his fellow workers.

We do feel that if you had any more young men like Richard, living in this vicinity, we would consider the possibility of placing them in some of our departments.

Very truly yours,

BECTON, DICKINSON & CO.

Adam Schaumloeffel
Adam Schaumloeffel, Supt.

AS:DS

WILLIAM BAL CORPORATION

INDUSTRIAL

ENGINEERS

Trunks



Luggage

2-16 JOHNSON STREET

NEWARK, NEW JERSEY

SINCE 1898

"Built with a Conscience"

FIBRE TRUNKS
SAMPLE CASES
LEATHER LUGGAGE
BRIEF CASES
INDUSTRIAL EQUIPMENT
BOX TRUCKS
MILL BASKETS

York Salesrooms
239 W. 39th Street
Empire State Bldg.
Address: "BALBILT"

April 29, 1943

New Jersey State Commission For The Blind
1060 Broad Street
Newark, N. J.

Att: Mr. Arthur Voorhees

Gentlemen:

The results which we have experienced by the employment of the Blind or partially Blind have been extremely satisfactory.

In most instances we find that the Blind man is apt to take his work more seriously than would the man or woman that is capable of seeing. As a result the work he or she performs is nearer the point of perfection and the output is great or greater.

We have also found that there is less absenteeism among this group which proves a boom to any industry and even more so during these days of National Emergency.

Trusting that you will continue to be successful in your extremely important work, we wish to remain,

Very truly yours,

WILLIAM BAL CORPORATION

Ned Wilson

Ned Wilson



*Quality remains long after price is forgotten
Bal Luggage Costs Less • Because It Wears Longer*



ANCHOR HOCKING GLASS CORPORATION

L A N C A S T E R · O H I O

*Container
Division*

Salem, New Jersey
April 23, 1943

Mr. Arthur Voorhees
1060 Broad Street
Newark, New Jersey

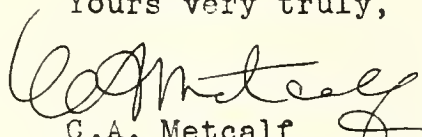
Dear Mr. Voorhees:

We are very well satisfied with the work of Anthony Forcelli, the blind man whom you placed with us over a year ago. We placed him on a repetitive job, folding cartons for the sealer line.

He not only is as fast in his work as could be desired, but his sensitive fingers catch as many flaws as any of his co-workers, who are not handicapped by the loss of vision. In fact, Tony is far from being handicapped by his condition. His willingness and cheerful disposition is an inspiration to the whole department. Incidentally, he is setting a pace not only in his work but in the buying of War Bonds. He has suscribed for a bond out of every pay. I wish we had several more like Tony.

Another item worthy of note is that Tony has lost no time due to accident, in fact, he is unusually safety conscious. He insists that there is no sense in anybody getting hurt.

Yours very truly,


C.A. Metcalf
Personnel Manager

CAM/bh

Buffalo Arms Corporation

Division of Houdaille-Hershey Corporation

BROADWAY AT HOUDAILLE AVENUE, CHEEKTOWAGA

Buffalo, New York

April 7, 1943

ADDRESS REPLY TO
Box C
STATION E
BUFFALO, NEW YORK

Miss Edna Stainton, Executive Secretary
Buffalo Association for the Blind
180 Goodell Street
Buffalo, New York

Dear Miss Stainton:

Certainly Buffalo Arms will be glad to co-operate in your request of the 5th.

Until late 1942, this organization, being new in the industrial field, had not employed sightless people in its manufacturing operations. Through your co-operation, we obtained two men who were placed on work which women had been doing, such as light assembly and case inspection. Their performance has been all we had expected, and, when there are more jobs here open for new employment, we shall be glad to consider some people which you should send to us.

The performance of these people has equaled or surpassed standard. The men have adapted themselves very readily to the conditions in which they are, and there has been no noticeable upset in the operation of the department where they were placed.

The one regrettable point is our own selfishness. Please recall that, as a result of the placement of these blind people, we hoped that those of our other employees who did not co-operate fully in our eye-protection control program might learn a lesson from the appearance of these blind men in our plant. It will be difficult to prove any increase or decrease in eye-protection traceable to any single cause, but it still seems that this phase has not developed as we selfishly had hoped it would.

Please do not interpret this as dissatisfaction with the employment of sightless people. To the contrary, we will do more of it when jobs are open.

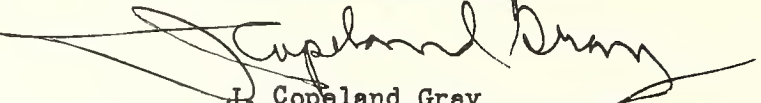
The pictures we have available will be attached. If you need others, and will indicate their general design, we shall be glad to have them made without cost to your Association. These pictures, being taken

in the plant, will need approval from Army authorities out of town, and the delivery to you will be somewhat delayed.

With kind personal regards, we are

Yours very truly,

BUFFALO ARMS CORPORATION


J. Copeland Gray
Director, Industrial Relations

JCG:g

Enclosure 1



F. N. Burt Company Inc.

Set-up Paper Boxes



Folding Cartons

Buffalo, N.Y.

April 12, 1943

MAIN OFFICE
500-540 SENECA STREET

REPLYING TO THIS COMMUNICATION REFER TO

FILE

WCM

Miss Edna Stanton, Executive Secretary
Buffalo Association for the Blind
180 Goodell Street
Buffalo, New York

Dear Miss Stanton:

Through your efforts we placed one partially blind girl in our factory and were able to observe first-hand the results of her work.

We believe that the employment of handicapped people has a very real effect on the morale of the other employees. It brings out the best that's in them and at the same time helps by comparison to increase production by reason of this improved morale.

The partially blind girl who is now working in our plant has a very good record as far as production is concerned and can hold her own with any of the other employees on the same operation. She was able to adjust herself very quickly to the surroundings of our plant and showed such an interest in her work that she was soon producing at a very good rate.

We would be pleased to have your photographer come into our plant at any time to take pictures of the actual operation being performed by this girl.

Yours very truly,

F. N. BURT COMPANY, INC.

General Superintendent

W.C.Milsom:G



F.N. BURT CO., INC.
LIMBERING SMALL HINGES

BUFFALO ASSOCIATION FOR THE BLIND
PHOTO BY ELIZABETH KAHLE

MERCKENS CHOCOLATE COMPANY, INC.

Manufacturers of
CHOCOLATE and COCOA

BUFFALO, N. Y.

April 9, 1943

Miss Edna Stainton, Executive Secretary
Buffalo Association for the Blind
180 Goodell Street
Buffalo, New York

Dear Miss Stainton:

We welcome the opportunity to write of our experience with blind employees. As you know, over the years we have had several here, although at present employ only one, and she isn't totally blind.

The services rendered by our blind help have been generally satisfactory. While they may not be adaptable for all jobs, we have learned by experience and to our surprise that they can be used for many jobs.

We well remember our first discussion on the subject, and our position that our work was of such a nature that it could not be handled by a blind person. When you suggested tubing chocolate cigarettes we were almost positive you had picked about the most impossible job, however, no one was more pleased than we when you brought in an employee who could do the work and do it well.

Since the war, our industry has been subject to numerous restrictions, and we have had to make many adjustments. All novelty items have been discontinued and persons employed in this department, including our blind girl, were switched to other jobs, and again we were surprised with the ability of our blind employee to adapt herself to different duties.

We are well pleased with her services, and this happy feeling is shared by her co-workers who accept her on an equal basis.

Sincerely yours,

MERCKENS CHOCOLATE CO., INC.



AM:M

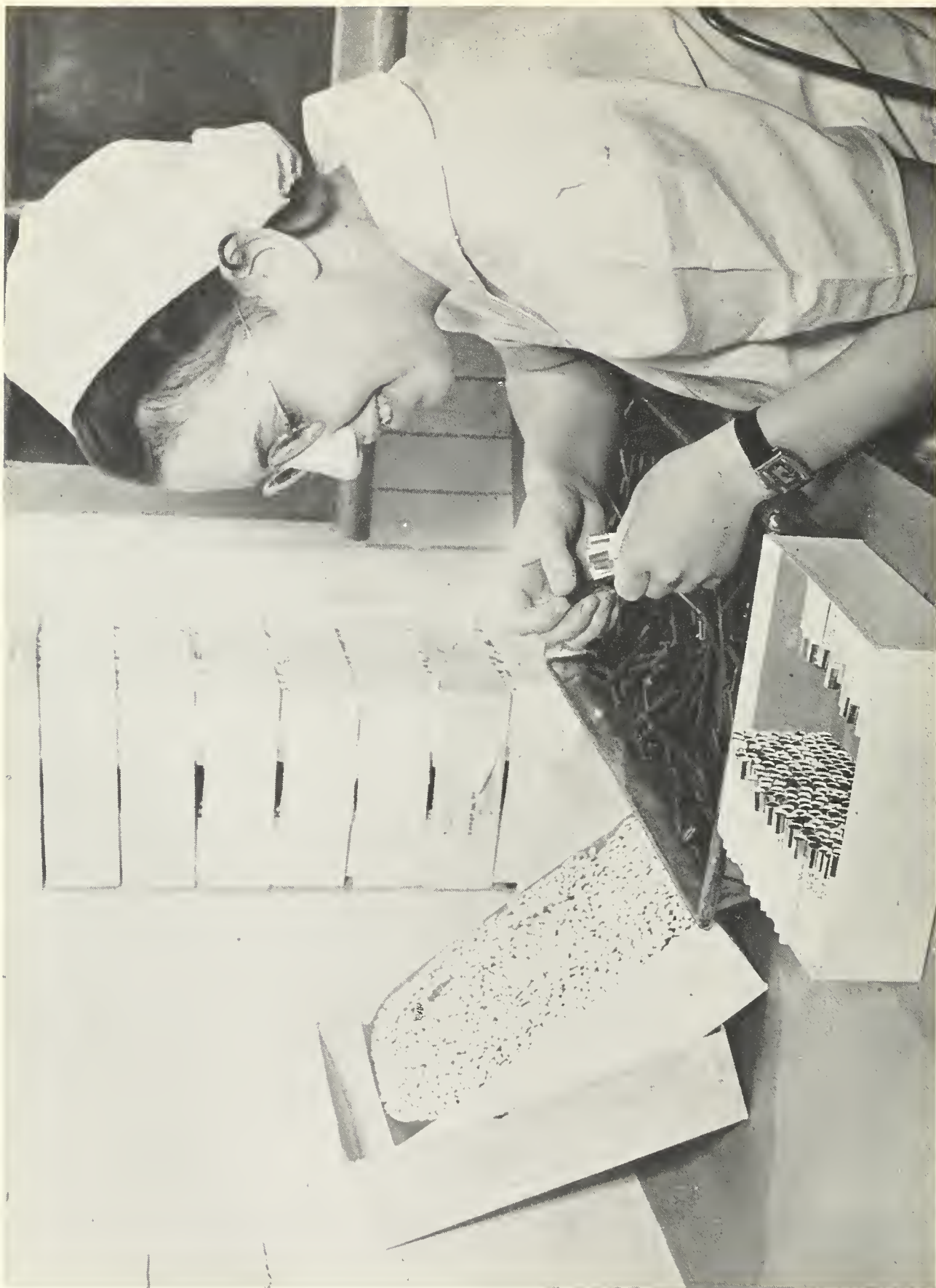
BRANCHES AND WAREHOUSES

BOSTON, MASS.
131 STATE ST.
O. P. SANDERS, MGR.

NEW YORK, N. Y.
250 EAST 43RD ST.
R. E. CHUMASERO JR., MGR.

LOS ANGELES, CALIF.
3442 WEST 8TH ST.
GARDNER E. BEACH, MGR.

CHICAGO, ILL.
HANDLER & MERCKENS, INC.
180 W. WASHINGTON ST.



MERCKENS CHOCOLATE COMPANY, INC.
TUBING CHOCOLATE CIGARETTES

BUFFALO ASSOCIATION FOR THE BLIND
PHOTO BY APPLETON STUDIO



R. C. NEAL COMPANY, INC.

AUTOMATIC BAR AND UPSET WIRE PRODUCTS
PRODUCTION TOOLS-MACHINERY

76 PEARL ST.
BUFFALO, N.Y.

March 3, 1943

Buffalo Association for the Blind
180 Goodell St.
Buffalo, New York

Miss E. Stainton

Dear Miss Stainton:

It gives me a great deal of pleasure to advise you that Miss Louise Raymond, whom you furnished to us as a typist last October, has proven very, very satisfactory in every possible way.

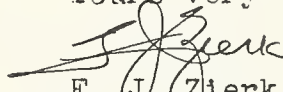
Her letters are very well written, the construction and spacing is as good as any of our typists who have their normal sight, and the production or quantity of letters written always compares very favorably with our other typists on the same kind of work.

She has fitted in very well into our Organization to the point where most of us forget that she does not have her sight.

She travels back and forth to the office without any help from us, gets her work out with no confusion and goes about her office duties with no disturbance to the people in her immediate vicinity or anywhere else in the office.

We would be glad to have you use this letter or refer anyone directly to us if there is any doubt in their mind that any people you furnish will be unable to do the work for which they are furnished or will cause any extra work on the part of the employer or any of their employees. I might further add, I think that anyone else who finds as we have that any employer will receive more benefits themselves than what they will give, or think they are giving, to a handicapped employee.

Yours very truly,


F. J. Zierk
Treasurer

FJZ:JLR



R.C. NEAL CO., INC.
DICTAPHONE OPERATOR

BUFFALO ASSOCIATION FOR THE BLIND
PHOTO BY ELIZABETH KAHLE

SCOTT

Aviation Corporation

Lancaster, New York, U. S. A.



April 8, 1943

Buffalo Association for the Blind
180 Goodell Street
Buffalo, New York

Attention: Edna Stainton, Executive Secretary

Dear Miss Stainton:

We have your letter of April 5th requesting some expression from us in regard to our experience with blind people in industry.

As you know, we have only one employee in that category and we found that due to his nearly perfect orientation to his new condition of life and his pleasing personality, he has made remarkable progress in taking on work which at first we did not believe would be adaptable.

If you will note in the Courier-Express for April 6th, this blind employee received a special award of merit for the quality of work which he has done since he came with us.

We believe that if the mental attitude of the blind person has been properly adjusted to his new status and that they enter new work without any great feeling of inferiority complex, there are many tasks which can be performed with as high quality production as could be performed by a person with perfect eyesight.

Very truly yours,

SCOTT AVIATION CORPORATION

HFW:RO

H. F. Whittaker
Personnel Director

SOLVING DIFFICULT PROBLEMS IN AVIATION EQUIPMENT

SCOTT

SINCE 1932



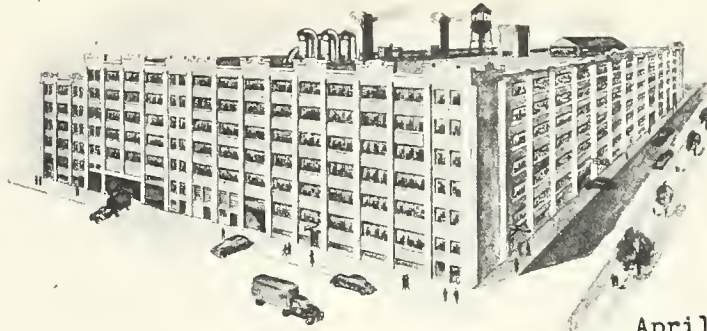
SCOTT AVIATION CORPORATION
SMALL ASSEMBLY JOBS

BUFFALO ASSOCIATION FOR THE BLIND
PHOTO BY ELIZABETH KAHLE

TRICO PRODUCTS CORPORATION

BUFFALO, N.Y.

FACTORIES IN
CANADA
GREAT BRITAIN
CABLE ADDRESS
"TRICOPROD"



MOTOR CAR EQUIPMENT

FACTORY AND
GENERAL OFFICES
BUFFALO, N.Y.

DETROIT OFFICE
GENERAL MOTORS BLDG.

April 8, 1943

Miss Edna Stainton, Executive Secretary
Buffalo Association for the Blind
180 Goodell Street
Buffalo, New York

Dear Miss Stainton:

We are in receipt of your letter of April 5th and are glad to give you an expression of our satisfaction with the blind people who are now working in our plant in the hope that it may help to open up new opportunities for other handicapped persons.

At the present time we have thirteen persons in the plant who are either totally blind or have partial vision. Most of these people are employed in the various factory divisions, and a few are operating our refreshment stands.

These employees have exceptionally good records, particularly in our Inspection and Packing Departments. Their very sensitive fingers together with their ability to concentrate make the blind people dependable and thorough inspectors. They are conscientious workers requiring little supervision, and within a very short period they can be trained to turn out approximately the same amount of production as an employee with normal vision.

One of the major problems of industry in these days is absenteeism, but it is refreshing to note that among the blind workers absenteeism is nil. They are happy to contribute their part to the war effort and are on the job every day.

In our opinion there are many fields open for visually deficient persons, and our experience has been that the results more than justify any additional effort made to train these handicapped people for industry.

Very truly yours,

TRICO PRODUCTS CORPORATION

Wm. Paulus - Vice President





TRICO PRODUCTS CORP.
GAUGING WITH BRAILLE "MICRG-CHEK"

BUFFALO ASSOCIATION FOR THE BLIND
PHOTO BY LUEDEKE STUDIO

THE MENTHOLATUM CO.

BUFFALO, NEW YORK
FORT ERIE, CANADA

SLOUGH, ENGLAND
WILMINGTON, DEL.



E. K. HYDE PRES.

P. H. HYDE VICE PRES. & ASST. SEC.

MARTHA HYDE BARCLAY VICE PRES.

G. A. HYDE SEC. & TREAS.

BUFFALO, N. Y.

September 10, 1941

Buffalo Association for the Blind,
180 Goodell Street,
Buffalo, New York.

Attention: Miss Edna Stainton

Dear Miss Stainton:

It is always a source of satisfaction to let others know how well the employment of blind help has worked out for The Mentholum Company. If other employers can be persuaded to try out a similar experiment over the country, it will only be a question of time until every capable, healthy blind person holds down a satisfactory job.

For a number of years prior to this experiment we had considered blind help for hand packing jobs, but were fearful from the compensation insurance angle and from the angle of getting the help to and from the factory. Several years of employment seem to prove that the liability of accidents is even less with a blind person than with a sighted person, as we have not had one even minor accident with these girls in all of the years that they have been here. As to transportation, we find that the girls arranged that themselves very nicely.

With the help of an able Superintendent, the girls have picked up their work here very quickly, and one of the three girls has developed a speed equal to the average of sighted persons. The other two girls produce approximately three-quarters to seven-eighths as much as the one good girl.

It is always a pleasure to answer inquiries about these girls and to show anybody interested through the factory.

Sincerely yours,

THE MENTHOLATUM COMPANY

P. H. Hyde

PHH-WD

Instrument Local 1202

United Electrical, Radio and Machine Workers of America

Affiliated with the Congress of Industrial Organizations

Affiliated with the New York State Industrial Union Council

101 NOSTRAND AVENUE, BROOKLYN, N. Y.

Phone EVergreen 4-8514

MAURICE BROWN
President

HERBERT G. GOLDMAN
Vice-President

EUGENE McCARTY
Shop Chairman

MAY AYELLO
Financial Secretary

LEAH BUDIN
Treasurer

PHOEBE HAUCK LEVINE
Corr. Secretary

JACK SCHMUCK
Sergeant-at-Arms

VIOLA DUNBAR
Recording Secretary

ELIZABETH HOFMANN

FRANK MAGGIO
WILLIAM VOIGT

Trustee

May 4th, 1943

Mr. Harry J. Sparr,
Industrial Home for the Blind,
520 Gates Avenue,
Brooklyn, NY.

Dear Sir:-

I presented your request to the Executive Board of Local 1202, and their decision was as follows.

In as much, as it is your intention to limit blind employees in the plant to two or possibly three, we are agreeable that the position be designated as a Blind Man's position, and seniority be applied to the job and not to the man. To clear that a bit, in the event a blind man leaves the plant, the man replacing him will accumulate the seniority of the man he replaces.

If any of these men have the ability to advance themselves, we will not have any objection to their doing so.

Respectfully yours,

Eugene Mc Carthy,
Shop Chairman,

BENDIX AVIATION CORPORATION

MARINE DIVISION

ONE HANSON PLACE

BROOKLYN, N. Y.

May 2, 1942

Mr. J. F. Clunk, Chief
Services for the Blind
Federal Security Agency
U. S. Office of Education
Washington, D.C.

Dear Mr. Clunk:

In connection with your letter of April 29th, as you know we have so far employed relatively few blind people in the Eastern Divisions of this corporation. In those places where they have been employed, however, they are doing excellent work. In the Marine Division in Brooklyn we now have several and they have learned to perform precise operations with a degree of accuracy that is astonishing and is comparable to the highest grade of performance that could be expected from anyone not so handicapped.

In the Eastern Divisions we do not look upon the employment of blind persons as a charitable effort in any sense of the word. Where they have been employed they have given full value received and actually there are some places where they can out-perform those who have all of their senses. We are dealing with this subject in the special training conference of all divisional personnel men and expect that in the near future we will increase the number of blind persons on our payrolls.

You, yourself, have been extremely helpful in pointing out to us the conditions under which they can be employed to the best advantage and in crystallizing our thinking. I hope that you will maintain your close contacts with us and with this work.

Very truly yours,



G. R. Schenck
Staff Assistant-Industrial Relations
EASTERN DIVISIONS

GRS.LC



BENDIX AVIATION CORPORATION
ASSEMBLES LAMINATIONS
INDUSTRIAL HOME FOR THE BLIND



BENDIX AVIATION CORPORATION
ARBOR PRESS OPERATOR
INDUSTRIAL HOME FOR THE BLIND



BENDIX AVIATION CORPORATION
DRILL PRESS OPERATOR

INDUSTRIAL HOME FOR THE BLIND

GENERAL AIRCRAFT CORPORATION
43-02 DITMARS BOULEVARD
ASTORIA, L. I., N. Y.

May 24, 1943

Harry J. Spar,
Industrial Home for the Blind,
520 Gates Avenue,
Brooklyn, New York.

Dear Mr. Spar:

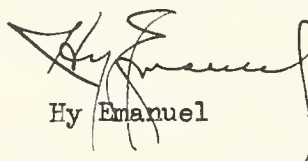
Early this year when you placed George Cataldo and Harry Cohen on the job at the General Aircraft Corporation I told you that I would report on their progress later. I am glad to be able to say that we have had excellent reports from their foreman, and that besides this they have entered into the spirit of this organization and have made outstanding contributions to the high morale of our personnel.

I sincerely believe that your plan of specialized selection of work for these two blind men and your intelligent follow-up on the job has been a real service to General Aircraft Corporation.

With every wish for your future success in the placing of blind men in industry, believe me.

Very truly yours,

General Aircraft Corp.


Hy Emanuel

Keep 'Em Flying!



GENERAL AIRCRAFT COMPANY
POWER SCREW DRIVER OPERATOR

INDUSTRIAL HOME FOR THE BLIND

Excerpt from statement by Mr. C. L. Terrill, Secretary,
Fairchild Aviation Corporation.

"The Fairchild Aviation Corp., has among its employees a Mr. Joseph Hood who lost his sight about ten years ago. Back in the twenties, when he could see, Mr. Hood was one of our ace aerial camera designers, and when war was declared he returned to us wanting to do his part for war production.

"Mr. Hood works deftly and efficiently in our Finishing Dept., where he does a number of different operations. These consist of burring gears, oiling up shutter leaves and wiring parts to be heat treated as well as for electro-plating. The shutter leaves are very fragile and, according to his foreman, Mr. Hood is able to do this job with less waste than a person with perfect vision because of the great sensitivity of his fingers. Camera parts are very delicate and must be handled with extreme care. Mr. Hood is exceptionally popular and his cheerful influence has a very noteworthy effect on his fellow workers.

"Mr. Hood has not only made himself part of our war production program, but in private life has learned to read braille and use a typewriter."



FAIRCHILD AVIATION CORPORATION
TESTING AND WIRING AERIAL CAMERA SHUTTERS



MICAMOLD RADIO CORP.
DRILL PRESS OPERATOR

THE LIGHTHOUSE



NAVY PLANT
SORTING MICA

THE LIGHTHOUSE

The Buckeye BRASS & MFG. COMPANY

6410 HAWTHORNE
BRONZESMITHS



CLEVELAND, OHIO
SINCE 1900

March 29, 1943

The Cleveland Society
For the Blind
2275 E. 55th St.,
Cleveland, Ohio

Att'n James F. Hyka

Dear Mr. Hyka:

We are taking this opportunity of informing you of the satisfactory services rendered by Harry Doyle who has now been in our employ for the past seven weeks.

As you know, this is an entirely new experiment on our part, and we are pleased to advise his services have proved most satisfactory on the job in which we placed him - that of filing burrs. In fact, I would even feel free to say his work is better than that of some of the other men on the same job. He holds up his end on the production equal to any of the others.

Thanking you for your cooperation in the matter, I am

Very truly yours,

THE BUCKEYE BRASS & MFG. CO.

L. P. Disinger

L. P. Disinger

LPD:C

The Lamson & Sessions Co.

MANUFACTURERS OF

Bolts - Nuts - Cotter - Cap Screws

1971 WEST 85TH STREET

Cleveland, O.

May 13, 1942.

The Cleveland Society for the Blind,
2275 East 55th Street,
Cleveland, Ohio.

Gentlemen:-

Att: Mr. J. F. Fryer

With reference to your recent communication pertaining to one of our employees, Mr. John Boehmer, wish to advise that we do not know percentage of blindness Mr. Boehmer has. He has been employed by The Lamson & Sessions Company for twenty-seven years and it is our understanding that he has been partially blind for approximately thirty years.

John Boehmer has proven to be one of our most capable and sincere workers in outside laboring which consists of unloading cars of coal and steel, and stacking of steel in our open field.

Sincerely,

THE LAMSON & SESSIONS CO.


H. J. McMahon
Manager

CH

The APEX ELECTRICAL MANUFACTURING Co.

ELECTRICAL HOME APPLIANCES

CLEVELAND • OHIO



Oct. 17, 1941.

The Cleveland Society for the Blind,
2275 E 55th St.,
Cleveland, Ohio.

Gentlemen:

We have in our employ a Stephen Meluch who
has been with us since 11/4/29.

About two years after his employment with
us Mr. Meluch had an accident which caused
him to loose the sight of both eyes.

He was given a light assembly job and in
addition sorts small tin discs.

We have found him to be very adept in his
work although he is handicapped.

Very truly yours,

THE APEX ELECTRICAL MFG. CO.

H M Schwarz
Personnel Department

HS S



VIKING AIR CONDITIONING CORPORATION

Manufacturers of Air Circulating Equipment

5600 Walworth Avenue
CLEVELAND, OHIO

April 25, 1942

Cleveland Society for the Blind
2275 E. 55th St.
Cleveland, Ohio

Att: Mr. J. S. Fryer

Gentlemen:

I know that you will be interested to know of the success that we had with George Takacs whom we secured through your organization. As you know he is totally blind and uses a Seeing-Eye Dog.

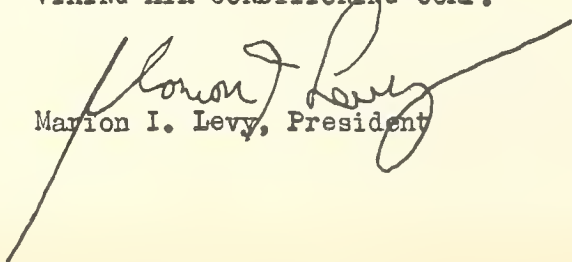
He started to work for us on February 18th of this year assembling the valve seats into our humidifier valves. On this operation he was able to compete with girls having normal vision. Although we did not expect this job to last very long, he showed such aptitude in doing additional assembly work that we soon had him doing all types of assembling.

We were particularly impressed with the high degree of accuracy shown in his assembly work. The rejections on his assembling were actually less than those from the other workers. Within two weeks from the time he came with us we had him complete the assembling of a humidifier, float control kit, from the small part to the packing. This work consisted of assembling seven small parts into a sub-assembly, then incorporating this sub-assembly and other parts into a complete valve unit which was then grouped with several others parts into cartons, then closed and sealed.

As all of our assembly work had been completed by March 27th, it was necessary to let Mr. Takacs go for the time being. I can assure you that it is our intention to call him back as soon as additional work is available.

Sincerely yours,
VIKING AIR CONDITIONING CORP.

Mr. Levy/s


Marion I. Levy, President

THE
TIMKEN
ROLLER BEARING
COMPANY

ADVERTISING DEPARTMENT

CANTON, OHIO, U.S.A.

May 6, 1943

Mr. J. F. Clunk, Chief
Services for the Blind
Federal Security Agency
U. S. Office of Education
Washington, D. C.

Dear Mr. Clunk:

I have at last secured some pictures of our blind workers as per your request of April 6, but I have been unable to secure the testimonial and other data that you have asked me to forward to you.

Just as soon as possible I will get this material together and send it along.

Photo No. 1 enclosed shows a blind worker plug gauging the inside diameter of tapered roller bearing cones.

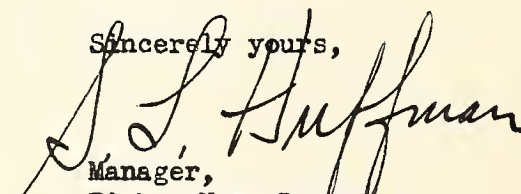
Photo No. 2 shows an operator sound testing Timken Bearings.

Photo No. 3 is a rough roll inspection job.

Photo No. 4 shows an operator honing out the bore of cones.

Photo No. 5 shows a worker checking blanks for spacer rings.

Sincerely yours,


Manager,
Timken News Bureau

S. L. Huffman
rb



TIMKEN ROLLER BEARING CO.
CHECKING BLANKS
FEDERAL SECURITY AGENCY



TIMKEN ROLLER BEARING CO.
ROUGH ROLL INSPECTORS
FEDERAL SECURITY AGENCY



TIMKEN ROLLER BEARING CO.
HONING OUT BORE OF CONES
FEDERAL SECURITY AGENCY



TIMKEN ROLLER BEARING CO.
SOUND TESTER
FEDERAL SECURITY AGENCY



TIMKEN ROLLER BEARING CO.
GAUGING ROLLER BEARING CONES
FEDERAL SECURITY AGENCY

WAR PRODUCTION BOARD

WASHINGTON, D. C.

December 24, 1942

IN REPLY REFER TO:

Production Service Division
815 Bedell Building
Portland, Oregon

Mr. J. H. Chappell, Director
Training & Placement Oregon State
Commission for the Blind
312 NE 84 Avenue
Portland, Oregon

Dear Mr. Chappell:

The War Production Board greatly appreciates the cooperation you have given us in securing and training 14 blind persons and placing them in position to take a subcontract to make nets for life floats being manufactured by the American Life Float Company of Gresham, Oregon and the Air King Model Aircraft Company of Portland for the United States Navy.

This work done by you in a critical industry has greatly aided us; and relieved 14 sighted men for some other war work.

We again thank you for your very fine cooperation.

Very truly yours

J. Fred Bergesch
District Manager, WPB

By:

George R. Moserip
George R. Moserip
Associate Contract Specialist

GRM:al

FOR DEFENSE



DALTON & SANDERS

Manufacturers Machine-Screw Products

20 N. E. 20th AVENUE

PORTLAND, OREGON

December 30, 1942

Mr. J. H. Chappell
Director of Vocational Training
and Placement for the Blind
312 N. E. 84th
Portland, Oregon

Dear Mr. Chappell:

We would like to take this opportunity to express our complete satisfaction in the employment of the blind boys as machine operators.

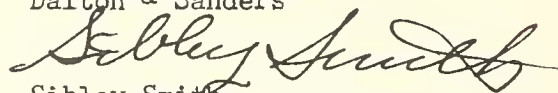
They have operated for us drill presses; doing drilling, tapping, spot facing and many more intricate operations performed on these drill presses.

They have shown excellent ability on grinding, dressing and finishing all types of small parts, and are extremely accurate in all their work.

Our experience has been that their productions easily equal that of our other operators, both on the small turret lathes or other equipment.

Sincerely yours,

Dalton & Sanders



Sibley Smith

SS:ja

Portland, Oregon
7315 N. E. Glisan
December 27, 1942

Commission for the Blind and
Prevention of Blindness

Mr. J. H. Chappell, Director
Vocational Guidance, Training
and Placement.
312 N. E. 84th. Ave.
Portland, Oregon

Dear Mr. Chappell:

I wish to take this opportunity to express to the Commission for the Blind my appreciation of the present program of Vocational Training and Placement under your direction.

I have for the past eight years conducted a private broom shop for the employment of blind workers. The cooperation received through the Vocational Training and Placement program has stimulated the employment of blind people and has created a desire for normal living and self support. The blind of Oregon for many years have needed such a program. It is practical, and as an employer, I find blind workers better satisfied and anxious to produce. The present emergency would eventually have closed my broom shop and my workers would have been out. My present work was found under your direction.

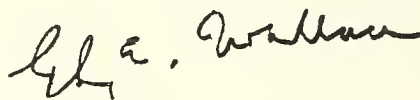
The materials carry the highest priority rating as they are life floats for the U. S. Army and Navy. The work is highly adaptable to blind labor and has passed the most critical inspection from Army and Navy. The inspectors praised it as being the best rope work produced on any of their life floats.

It is my desire that for the benefit of all the blind of

Oregon, this program may continue and that through your continued cooperation, I may be able to continue my work for the benefit and employment of blind people.

Yours respectfully,

Clarence Wallace.

A handwritten signature in cursive script, appearing to read "Clarence Wallace". The signature is written in dark ink and is positioned below the typed name.



MATRESS MAKER

COMMISSION FOR THE BLIND AND PREVENTION OF BLINDNESS



ARMY AND NAVY PLANT
MAKING NETS FOR LIFE RAFTS

COMMISSION FOR THE BLIND AND PREVENTION OF BLINDNESS
PHOTO BY ALFRED A. MONNER

Columbia Aircraft Industries

PORTLAND, OREGON

December 23, 1942

Mr. J. H. Chapell
Vocational & Placement Director for the Blind
8435 North East Glisan
Portland, Oregon

Dear Sir:

I feel the subject of this letter is of mutual interest. It has been especially so to me as it presents an entirely new experience after my many years in the shop dealing with personnel problems.

About two months ago our Employment Supervisor, Mr. K.A. Erickson, called me by phone and asked my opinion on the feasibility of using the services of a young man who had the misfortune or handicap of being totally blind.

On first thought I was somewhat skeptical. Still, the uniqueness of the suggestion commanded an interest which led up to a demonstration of the young man's ability and adaptability in the machine shop.

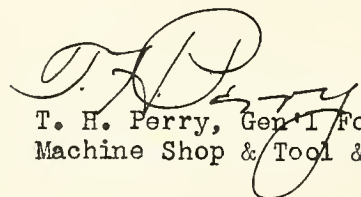
We selected a part which required four holes to be drilled, gave it to him with the ordinary instructions for procedure, and to both my surprise and delight he performed every detailed operation without hesitation and in the same time usually required by a normal person.

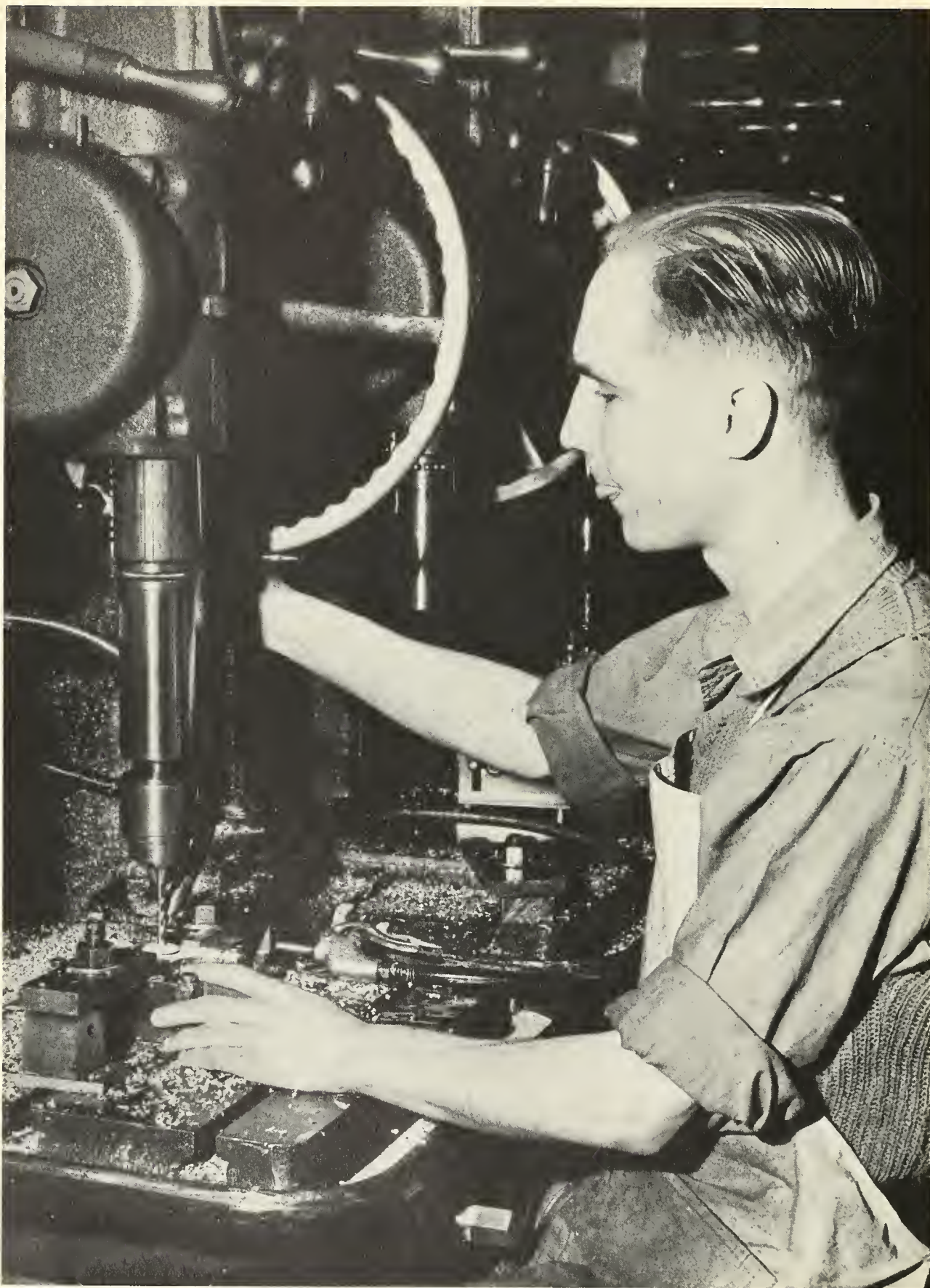
The result of this test dispelled all doubt of the young man's adaptability for our class of work; consequently he was hired for regular employment on October 29, 1942.

In one week's time after he was hired this same young man established a surprising "production record" by increasing production 32% on parts formerly done by normal employees.

The person referred to in this letter is Mr. Wilbur Harrison, a product of the "Oregon Trade School For The Blind". Wilbur has attracted a lot of attention and a lot of very deserving compliments. We are proud of him, and I wish to compliment both you and the faculty for your splendid work. We are contemplating hiring others from your school.

THP:am


T. H. Perry, Gen'l Foreman
Machine Shop & Tool & Die.



COLUMBIA AIRCRAFT INDUSTRIES
DRILL PRESS OPERATOR

VOCATIONAL & PLACEMENT DIRECTOR FOR THE BLIND
PHOTO BY ALFRED A. MONNER

Portland, Oregon
1533-37 N. W. 24th. Ave.
December 1, 1942

Oregon State Commission for the Blind
Portland, Oregon

Mr. J. H. Chappell, Director
Vocational Training and Placement

Dear Mr. Chappell:

In behalf of the Ridgway Mfg. Co. I wish to express our appreciation of the program instituted by the Commission for the Blind and of the cooperation and satisfactory manner in which it has directed by you.

We have had in our employ for the past four months two totally blind men, Wilbur Lane and Merwin Cutsforth. These men were selected and trained through the cooperation of the War Production Training program, the department of Vocational Education, the U. S. Employment Service and the Vocational Training and Placement program for the Blind. The services of these men have proven entirely satisfactory as they are cooperative, industrious and their production is comparable to sighted workers on the same job. We feel the efficiency of our crew is increased in the employ of these two able and courageous men.

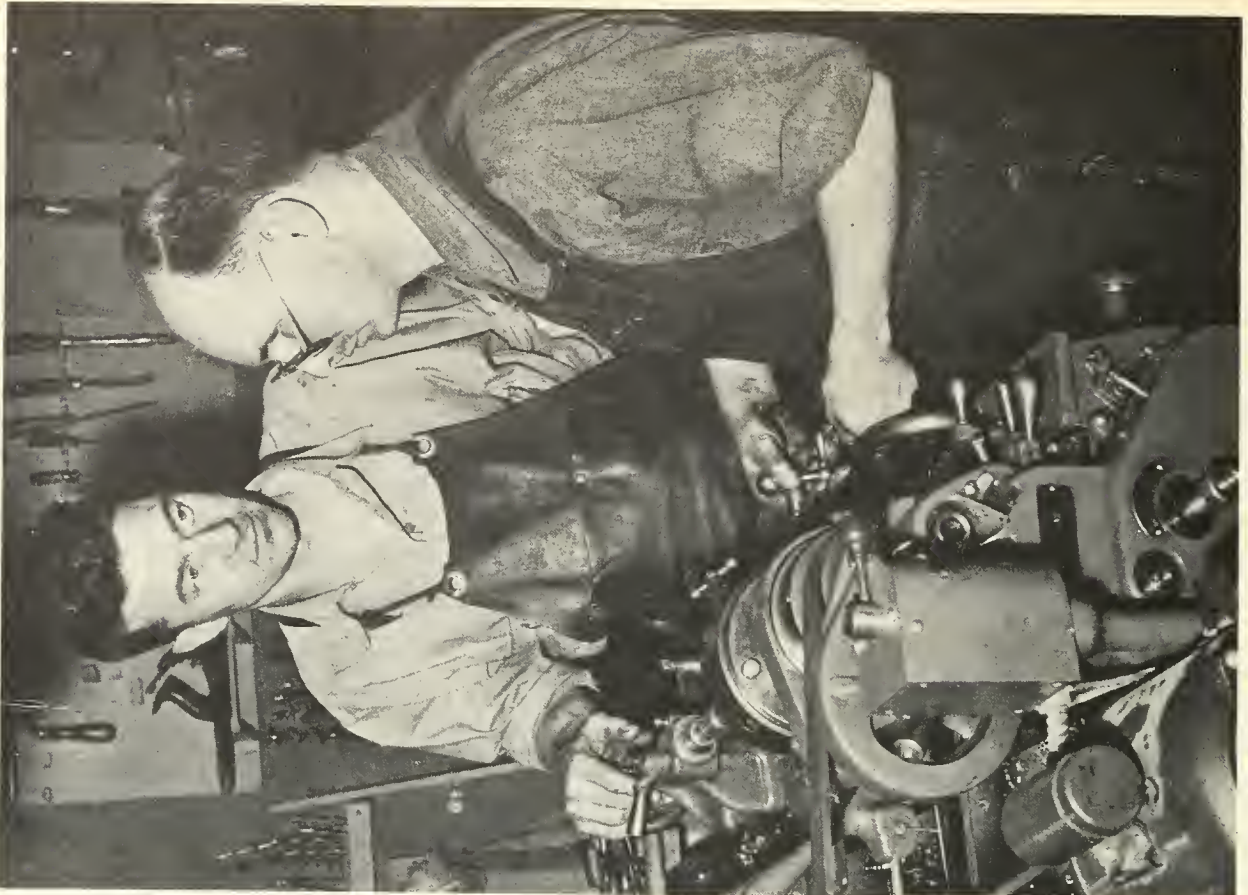
We wish to say that we heartily approve and support the program. We believe in you and your ability as a director leader of the program. Your knowledge of the problems of the blind and your experience as a person once with sight is an asset and most valuable in making contact for blind workers.

Respectfully,

Ridgway's
By - *W. H. Ridgway*



RIDGEWAY MFG. CO.
DRILL PRESS OPERATOR
OREGON STATE COMMISSION FOR THE BLIND
PHOTO BY ALFRED A. MONNER



RIDGEWAY MFG. CO.
LATHE OPERATOR
OREGON STATE COMMISSION FOR THE BLIND
PHOTO BY ALFRED A. MONNER



ASHEVILLE MICA PLANT
MICA WORKERS

NORTH CAROLINA COMMISSION FOR THE BLIND

TEXTILE MACHINE WORKS

BRAIDING MACHINES
FULL FASHIONED KNITTING MACHINES

READING, PA.

May 1, 1943

Bureau of Rehabilitation
Department of Labor & Industry
Harrisburg, Pennsylvania

Gentlemen: Att. Thomas W. Dickey, Jr.
Special Agent for the Blind

Mr. James C. Mohn, whom you introduced to us, was employed on Feb. 20, 1943. We are glad to report that he has made splendid progress in his work since that time, learning our procedure of filling needles in bars in a very satisfactory manner.

Mr. Mohn is considered to be a steady employee, not having lost time for any reason. His work schedule is composed of five nine-hour days. His weekly earnings are \$28.77, which will increase to almost \$34. next month.

He appears to be quite satisfied with his work, in fact seems to enjoy it. He conducts himself admirably and is well regarded by his fellow employees. In fact, we have noted an increase in the production of some men sitting in his vicinity, who perhaps are inspired to steadier work by Mr. Mohn's serious application to his duties.

In short, this is our first experience at employing a totally blind person - and a very agreeable one.

Very truly yours,

David M. Fleischmann
Employment Manager.

DF/GW

WAR DEPARTMENT
DELAWARE ORDNANCE DEPOT
PEDRICKTOWN, N. J.

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO

DEL
NO. 230/345

Elliott/ed

March 2, 1943

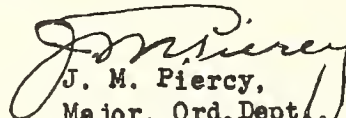
Mr. O. E. Day
P.I.B. Placement Service
1305 Locust Street,
Philadelphia, Pa.

Dear Sir:

This letter is being written to thank you for your kind cooperation in assisting this office to secure the services of two dictaphone stenographers and to advise you that both Anthony Manone and William Scanlon have proven most satisfactory in the performance of their assigned duties. Despite the physical handicap of blindness, these two young men are able to transcribe a very satisfactory volume of work.

As previously stated, it is the intention of this office to utilize the services of blind persons wherever possible. Due to the nature of the work at this establishment, it is not anticipated that many such vacancies will occur. However, you may rest assured that, wherever possible, the services of your organization will be utilized.

Yours very truly,


J. M. Piercy,
Major, Ord. Dept., U.S.A.,
Executive Officer



DELAWARE COUNTY HOSPITAL

LANSDOWNE AVENUE
DREXEL HILL, PENNSYLVANIATHOMAS CONWAY, JR., PRESIDENT
BENJ. F. WILSON, SECRETARY
A. F. DAMON, JR., TREASURER

CHARLES S. PAXSON, JR., SUPERINTENDENT

November 3, 1942

Mr. O. E. Day
Pennsylvania Institution for the
Instruction of the Blind
1305 Locust Street
Philadelphia, Pa.

Dear Mr. Day:

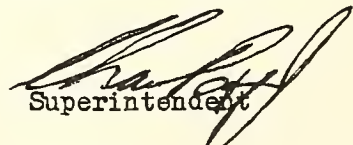
In reply to your inquiry of October 29th, may I say that Russell Force has adapted himself most readily to the work of the laundry. I would say that it probably took him half again as much time to learn the job as a normal seeing person.

He still requires some help in the mixing of his washing formulas. Outside of that, however, he is able to collect the linen from various spots on the floors, load the washer, go through the regular washing routine, unload the washer, load and unload the extractor, sort and load and unload the steam tumbler.

Russell was not accustomed to having manual work when he came to us and the physical problem of becoming hardened to the manual work was a considerable task, he having lost 30 lbs. in the process. We have been checking his health carefully and feel that from now on he should pick up and improve. The exercise to which he was unaccustomed was, of course, rather rigorous.

I trust this information will help you in your work.

Very truly yours,


Superintendent

CSP:F

PHILCO CORPORATION

PHILADELPHIA
PENNSYLVANIA

March 30, 1943

Mr. O. E. Day
The Penna. Institution for the
Instruction of the Blind
1305 Locust Street
Philadelphia, Pa.

Dear Barney:

In reply to your letter inquiring about Elizabeth Miller, we are happy to be able to say that she has been capable of carrying out her various duties in a very satisfactory manner. Specifically as to accuracy and speed, we feel that she is the equal of the average operator working in our department. As to efficiency, she has performed according to the standard set-up for the particular job she is on. However, it is well to keep in mind that it is impossible for Miss Miller to change over from one type of work to another as readily as most operators would, and that there are certain operations which she is not capable of doing under any circumstances. When I say average operator, I am assuming that the average operator represents one who satisfactorily performs to our labor standards.

Miss Miller's presence in the Coil Department has acted as a tonic for everyone working about her. It has made everyone conscious how well off each of us really is and how much more we can or could do if we were to exert all our efforts to the fullest.

Very truly yours,

George Dale
George Dale



Armstrong Cork Company

Lancaster, Pa.

March 16, 1943

Mr. Thomas W. Dickey, Jr.
Special Agent for the Blind
Bureau of Rehabilitation
Commonwealth of Penna.
Dept. of Labor and Industry
Harrisburg, Penna.

Dear Mr. Dickey:

I am pleased to report that the young lady which we employed through you on December 3rd, 1942, is doing a splendid job for us. Originally she was placed on a plastic jar cover edge filing operation, a rather high speed job, and after normal training on the job has consistently produced from 5% to 15% above standard incentive production. She has naturally conducted herself cautiously and her performance from the standpoint of safety has been very satisfactory. She has fit in well with the organization and I'm certain her presence has contributed to bolstered morale.

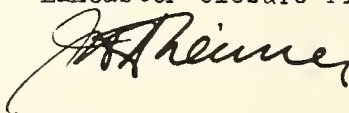
On March 3, 1943, we transferred her, with her wholehearted approval, to the Shell Case Department on inspection work and although she has not had sufficient time to be judged as a fully qualified inspector, her progress has been satisfactory.

I appreciate, very much, your interest in this case and you may be sure we will continue to take an active interest in her progress.

Sincerely,

ARMSTRONG CORK COMPANY
John H. Neimer
Personnel Manager
Lancaster Closure Plant

JHN-MK



THE SHARPLES CORPORATION

CENTRIFUGAL & PROCESS ENGINEERS

FACTORY AND LABORATORIES

23RD AND WESTMORELAND STREETS

PHILADELPHIA

February 10, 1943.

CABLE ADDRESS
"SHARSPEC"

Mr. O. E. Day,
The Pennsylvania Institution for the
Instruction of the Blind,
Overbrook,
Philadelphia, Pa.

Dear Mr. Day:

Mr. Buckley has just discussed with me the progress made by Russell Bowers who has now been in our employ for seven weeks.

Under the circumstances, I think it only fair to tell you that in spite of your insistence, during our preliminary discussions, that any action we took in employing a blind man should be purely on a competitive basis, we were moved primarily by our desire to be helpful and cooperative in a worthy cause. We would have been satisfied if the performance of Mr. Bowers had been something less than average.

We are pleased, however, to inform you that his results are above average. The quality and quantity of his work are both in excess of established standards.

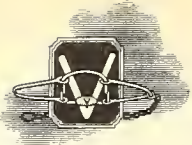
Therefore, we are indebted to you in making available to us a good man. It has been a pleasure to work with you in this instance and we are looking forward to further mutual cooperation.

Very truly yours,

THE SHARPLES CORPORATION

L. J. Keedy
Executive Vice President





ANIMAL TRAP COMPANY OF AMERICA

FACTORIES AT LITITZ, PENNA. · NIAGARA FALLS, ONTARIO

LITITZ, PENNSYLVANIA

December 30, 1942

Mr. Thomas W. Dickey, Jr.
Special Agent for the Blind
Bureau of Rehabilitation
Department of Labor & Industry
Education Bldg.
Harrisburg, Pa.

Dear Mr. Dickey:

In answer to your kind letter of December 21, 1942 requesting a statement on the blind employee you placed with us August 24, 1942. I should like to say that he has been one of the most satisfactory persons in our employment.

Your request for a statement on his performance from the standpoint of safety, production, and morale could not have included any other more important topics, for he has been superb in all three respects.

To be very specific -- like all other novices on a grinding job such as he has been doing, he nipped his hand one time shortly after starting; but not once since then. I wish we could say this for other employees doing similar work.

His production output is also exceptional for two reasons. First he is extraordinarily fast; and second, he stays on the job.

As regards his morale, he is one of the most pleasant and happy individuals in the plant. In fact, his presence here has the effect of bettering the morale of all those who work with him or see him at work.

Like all other male employees, he works seven days and 56 hours per week. Since we see no reason why he should receive less pay than anyone else on the same job, his rate and pay are standard or about \$40.00 per week.

We have been so satisfied with the subject's work that we have added another man with a similar disability and find him equally capable in every respect.

I might add, however, that I believe both of these men are inherently superior to the average individual.

Very truly yours,

J. D. Watt, Personnel Mgr.
ANIMAL TRAP COMPANY OF AMERICA



JOHN B. STETSON COMPANY

PHILADELPHIA

January 9, 1943

Mr. O. E. Day, Placement Officer,
Penna. Institution for the
Instruction of the Blind,
1305 Locust Street,
Philadelphia, Pennsylvania.

Dear Mr. Day:

I am writing this letter in answer to the request you made in your letter of January 4, 1943, for information concerning Mr. Greco's performance with us.

I contacted Mr. Greco's supervisor, and he informed me that the young man's work is satisfactory in every detail. He also made mention of the fact that Mr. Greco was very cooperative and always presented a neat appearance.

To put the whole thing briefly, we are very much pleased with Mr. Greco's performance in the position in which he has been placed, and as soon as an opportunity for advancement presents itself, we will see that he is given consideration.

I am happy to be able to give you this information, and if I can be of any further use to you please feel free to call on me at any time.

Yours truly,

George Steinbram
Industrial Relations Manager



AMERICAN ARMAMENT CORPORATION

1801 SOUTH 12TH STREET

ALLENTOWN, PA.

March 1, 1943

Mr. Thomas W. Dickey, Jr.,
Special Agent for the Blind
Bureau of Rehabilitation
Department of Labor and Industry
Harrisburg, Pa.

Dear Mr. Dickey:

In reply to your letter of February 26, I am pleased to advise you that the girl whom you placed with us on December 1, 1942 has proven to be a most satisfactory employee.

In addition to the hand burring job on which you placed her, she has mastered several go-no-go gauge operations in our inspection department. On all jobs her production has definitely been equal to that of any sighted employee doing the same type of work.

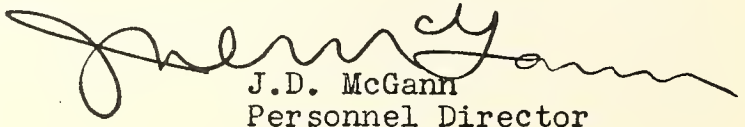
She has had one raise since starting and is at present receiving twenty-six dollars a week.

In conclusion, allow me to say that one of the most gratifying aspects of this placement has been the relationship which has grown up between this blind girl and her fellow sighted workers. Her good spirits and the efficiency with which she does her job have earned her the respect of all those who work around her. The effect on morale has been definitely beneficial.

Hoping that your program may enjoy continued success, I remain

Yours very truly,

for AMERICAN ARMAMENT CORP.


J.D. McGann
Personnel Director

JDM/ms

THE BROWN INSTRUMENT COMPANY

A DIVISION OF MINNEAPOLIS-HONEYWELL REGULATOR CO

PYROMETERS THERMOMETERS FLOW METERS
INDICATING RECORDING AND CONTROLLING

MINNEAPOLIS-HONEYWELL
INDUSTRIAL CONTROLS

PHILADELPHIA, PA.



CABLE ADDRESS
BROWNSON-PHILADELPHIA



BRANCHES IN
PRINCIPAL U. S. CITIES

March 18, 1943

Mr. O. E. Day, Placement Officer
Pennsylvania Institution for
Instruction of the Blind,
1305 Locust Street
Philadelphia, Pa.

Dear Mr. Day:

Knowing your keen interest in the progress of blind persons engaged in industrial occupations, we take this opportunity to bring to your attention an individual who, we believe, merits recognition for the remarkable progress he has made since joining our organization December 3, 1941.

Ercole Oristaglio has performed the following types of work in connection with our War Program:- Staking; Drill Press work; Notching; Wire Brushing; Wire Straightening and many diversified assembly operations, one of the most recent of these being the assembling of rubber gaskets on a casting which was done by means of locating five holes and applying glue to the gasket.

We have found Ercole to be most versatile and on every job assigned to him, he has been able to equal or exceed the production of other operators on similar jobs.

We have not only been pleased with the quality and quantity of his work but his conduct has been above reproach and at no time has he caused us any inconvenience whatsoever. He, as well as his Seeing-Eye dog, Rex, is extremely well liked and well regarded by both the Management and his fellow employees.

It is our opinion that if more industrial employers were familiar with the capabilities of blind persons, all such persons would in a very short time be absorbed in industrial plants.



Yours very truly,

THE BROWN INSTRUMENT COMPANY

P. L. Goldstrohm

P. L. Goldstrohm

Assistant General Manager

LORD MANUFACTURING COMPANY

BONDED RUBBER
JOINTS

LORD
BONDED RUBBER

SHEAR TYPE RUBBER
MOUNTINGS

CABLE ADDRESS
LORDCO ERIE, PA., U.S.A.

ERIE, PENNA.

TELEPHONE
ERIE 22-296

March 29, 1943

Mr. Thomas W. Dickey, Jr.
Special Agent, Bureau of Rehabilitation
Education Building
Harrisburg, Penna.

Re: James Hurley

Dear Mr. Dickey:

In answer to your letter concerning the progress of the blind man whom you placed with us on January 6, 1943, may we state the following.

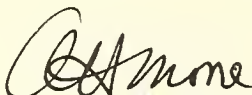
Although Mr. Hurley is operating a drill-press type polisher on which his fingers come within three eighths of an inch of the polishing tool, he has worked successfully on this machine for approximately three months with a perfect safety record.

His production during the training period and after has been equal to that of any of our sighted workers in the same operation. He has had three raises since he began and is at present making \$38.70 per week.

The Lord Manufacturing Company has been glad to cooperate with your program and wishes you continued success in the future.

Very truly yours,

LORD MANUFACTURING COMPANY



A. H. Moore
Personnel Office

MM

I-T-E CIRCUIT BREAKER *Company*



SWITCHGEAR MANUFACTURERS

NINETEENTH and HAMILTON STS.
PHILADELPHIA, PA.

September 4, 1941

Mr. O. E. Day
Placement Officer
Institution for the Instruction of the Blind
1305 Locust Street
Philadelphia, Pa.

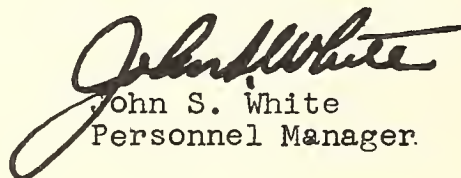
Dear Mr. Day:

In reference to your letter of September 2 regarding the progress made by Mr. Robert Glenn, we are glad to report that his work is satisfactory. He is accurate, efficient, and has adjusted himself nicely to the working conditions of our organization. The only possible reservation to the above statement is in regard to his speed. Mr. Chamberlain reports that he is a little slow, but this has been improving so there is apparently nothing to be concerned about.

I have been remiss at getting you the picture of Robert at his work, which you requested, but I have just arranged with the Photographic Department to take his picture at the earliest convenience, and I will forward you a copy when completed.

With kindest personal regards.

Very truly yours,


John S. White
Personnel Manager

JSW:FF



United Electrical, Radio & Machine Workers of America

HARRY BLOCK,
President
CHARLES GOFF,
Vice-President
JOSEPH ENGLAND,
Recording Secretary
DAVID NEISH,
Financial Secretary

Affiliated with the
CONGRESS OF INDUSTRIAL ORGANIZATIONS

PHILADELPHIA, PENNA.

2240 NORTH BROAD STREET

June 19, 1941.

JACK GALLAGHER
Treasurer

M. MASINGTON,
Sergeant-at-Arms

Board of Trustees:
JOS. COHEN
DANIEL KLIN
M. MOVSESIAN

Mr. O. E. Day
P.I.B. Placement Service
1305 Locust Street
Phila., Penna.

Dear Sir:

The subject matter contained in your letter of June 18th was discussed at the Executive Board meeting of our District Council.

The Executive Board has gone on record offering support to your problem of placement of blind in industry. Our organization has no objections to the taking into their ranks members without sight, and will accord them the same rights and privileges as are accorded all members, based upon the contractual relationship between the Union and the particular employer for whom the member works.

I am forwarding to you a list of the Companies which we have under contract, and the names and addresses of our representatives who meet with the Management for matters of collective bargaining.

Wishing you success, I remain,

Very truly yours,

Harry Block

President
U.E.R.M.W.A., District Council #1

uopwa-2

LEEDS & NORTHRUP COMPANY

ELECTRICAL MEASURING INSTRUMENTS
POTENTIOMETER PYROMETERS



ELECTRIC HEAT TREATING FURNACES
AUTOMATIC CONTROLS

BRANCHES IN UNITED STATES

CHICAGO
CLEVELAND
SAN FRANCISCO
LOS ANGELES
HOUSTON

4901 STENTON AVENUE
PHILADELPHIA, PA., U.S.A.

CABLE ADDRESS:
"LEEDSNORTH" BENTLEY CODE

October 31, 1941

Mr. O. E. Day
The Pennsylvania Institution for the
Instruction of the Blind
1305 Locust Street
Philadelphia, Pennsylvania

Dear Mr. Day:

We have your letter of October 25, requesting information regarding Philip Tusso. I give you in quotations the statement of his foreman and immediate supervisor:

"We both agree that he is fitting this job every bit as well as anyone with normal sight who has worked on it in the past. This applies to accuracy, speed and efficiency, and his ability to adjust himself."

I believe this covers the situation and speaks very highly for Philip's manner and ability in handling his job.

Very truly yours,

LEEDS & NORTHRUP COMPANY

R. W. Johnson
Personnel Manager

RWJ:CRC

JACOBS AIRCRAFT ENGINE COMPANY

POTTSTOWN, PENNSYLVANIA, U. S. A.

Please address reply to Plant No. 2

May 12, 1943

Mrs. Henry R. Christman
Executive Director
Pennsylvania Association for the Blind, Inc.
34 North 8th Street
Reading, Fenna.

Dear Mrs. Christman:

In checking with our Chief Inspector, I find that the Inspection work being done for our plant by the blind people at your center is not only very satisfactory, but gives us greater volume than our experience with sighted people.

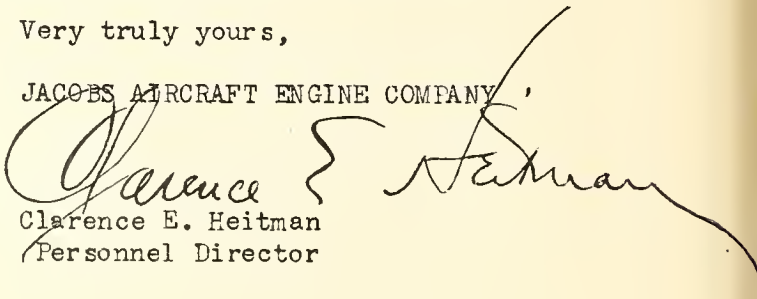
Also, Mr. Rohde and myself appreciate your cooperation in selecting these people and your aid in getting them started on this work.

We are again depending on your aid in getting a second group of blind people for work in our plant as discussed with you during a recent visit. We certainly need this kind of cooperation in order to utilize every bit of manpower available.

Appreciation for your efforts have also been expressed by the Commanding Officer and his staff, who are stationed at this Government owned plant.

Very truly yours,

JACOBS AIRCRAFT ENGINE COMPANY


Clarence E. Heitman
Personnel Director

CEH:fk



JACOBS AIRCRAFT ENGINE COMPANY
SMALL PARTS INSPECTOR



JACOBS AIRCRAFT ENGINE COMPANY
SMALL PARTS INSPECTOR

PENNSYLVANIA ASSOCIATION FOR THE BLIND, INC
PHOTO BY CLIFFORD R. YERCH



THE NASHVILLE, CHATTANOOGA & ST. LOUIS RAILWAY



ACCOUNTING DEPARTMENT

A. G. MILLER
AUDITOR OF DISBURSEMENTS
THOMPSON BOND
ASST. AUDITOR OF DISBURSEMENTS
J. B. FALKNER
ASST. TO AUDITOR OF DISBURSEMENTS

L. E. MCKEAND
COMPTROLLER

R. W. SMITH
AUDITOR OF RECEIPTS
B. H. BEAZLEY
ASST. AUDITOR OF RECEIPTS
G. F. BURKHARDT
AUDITOR OF MISCELLANEOUS ACCOUNTS

NASHVILLE, TENN. September 8, 1941

TO WHOM IT MAY CONCERN:

Miss Eleanor Gladys Herndon, member of the Correspondence Staff of The NC&StL's Accounting Department, is rendering valuable service as Dictaphone Operator and Typist.

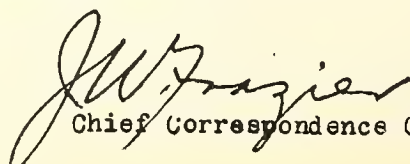
She was employed, experimentally, on May 24, 1926, and although totally blind, made remarkable progress during the first few months. At the end of six months she was able to discharge with entire satisfaction the duties assigned her. She is an enthusiastic and willing worker; and the results accomplished by her, both in volume and quality, are above those of the average typist.

Miss Herndon is highly educated and, through the medium of the Braille System, of which she is an expert pupil, enjoys reading and keeps well up on the current topics of the day.

The progress and success which this girl has achieved under the severe handicap of blindness affords a splendid illustration of determination and perseverance.

The NC&StL Ry. is proud of Miss Herndon's record, and happy that she is numbered among its thousands of employees.

Respectfully,


Chief Correspondence Clerk.

NORTH AMERICAN AVIATION, INC.

DALLAS



TEXAS

FEBRUARY 13, 1943

MR. LON ALSUP
EXECUTIVE SECRETARY-DIRECTOR
STATE COMMISSION FOR THE BLIND
AUSTIN, TEXAS

DEAR MR. ALSUP:

IN ANSWER TO YOUR LETTER OF JANUARY 21ST, I WISH TO SAY THAT WE FIND BLIND PERSONS EXCEEDINGLY GOOD WORKERS ON THE BURR BENCH IN OUR MACHINE SHOP. THIS, SO FAR, IS THE ONLY TYPE OF EMPLOYMENT WE HAVE GIVEN SIGHTLESS PERSONS.

AT THE PRESENT TIME, SEVEN BLIND EMPLOYEES ARE WORKING AT THIS PLANT AND ONE HAS BEEN MADE A LEAD MAN.

I WISH TO POINT OUT THAT WE ARE UNABLE TO USE A LARGE NUMBER OF BLIND PERSONS BECAUSE OF SAFETY FACTORS AND THE NATURE OF THE WORK. IT SO HAPPENS THAT BURRING IS THE ONLY OCCUPATION IN WHICH A SENSITIVE TOUCH IS THE PRINCIPAL REQUIREMENT FOR THE JOB. ALSO, MOST OF OUR JOBS ARE CONSIDERED HAZARDOUS. WE HAVE CAREFULLY LOCATED THESE PERSONS NEAR AN EXIT SO THAT THEY MAY GET OUT OF THE PLANT QUICKLY IN CASE OF FIRE OR EXPLOSION.

I HOPE THE FOREGOING IS THE INFORMATION YOU DESIRE. IF THERE ARE ANY FURTHER QUESTIONS, PLEASE DO NOT HESITATE TO CALL ON ME. I SHALL BE GLAD TO ASSIST YOU IN ANY WAY I CAN.

VERY TRULY YOURS,

NORTH AMERICAN AVIATION, INC.

A handwritten signature in dark ink, appearing to read 'Charles Kelly', is written over the printed name.

CHARLES KELLY
EMPLOYMENT DIRECTOR

CK:s

McEVOY COMPANY

OIL WELL EQUIPMENT

HOUSTON, TEXAS

OFFICE OF
VICE PRESIDENT

January 25. 1943

Lon Alsup
Executive Secretary
State Commission for the Blind
Land Office Building
Austin, Texas

Dear Mr. Alsup:

In response to your letter of January 21, relative to information concerning your people who are now employed in our war plant, Mr. Buford Hollon and Miss Hattie Riblett.

Mr. Hallon is doing a very fine job in our burring department. We have two particular parts that require hand tapping, gaging and burring. We are very well pleased with the results obtained since placing this gentleman on these operations. Our rejections have been reduced to a minimum and we are quite sure that he is doing a far better job than a sighted person could do.

In the case of Miss Riblette, we placed her in our Company's final Inspection Department and we are very pleased with the progress she has made. We found that she was very reliable and was doing a good job of gaging with thread plugs. We found that her production was satisfactory and, in fact, if it were not known that she was minus her sight the casual observer would not know otherwise.

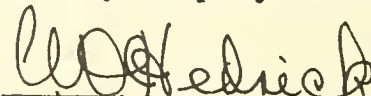
We are very sorry to report that Miss Riblett is now in the hospital recovering from an accident which happened about three weeks ago. Her condition is satisfactory and we are anxiously awaiting her return.

I might add that we placed another requisition with Mr. L. H. Lacy for another person in our final inspection department. We find that your people are most conscientious and the thing we like best of all is that they do not want something all the time, but only wish to stand on thier own merit.

Let me at this time thank your commission and especially your Agent, Mr. Lacy, who has aided this company through his very fine cooperation in helping us to educate these people to adapt themselves to their job. He is doing a good piece of work and I feel that these people who are placed in his hands will find their rightful place in our all-out effort.

Very sincerely yours,

GOVERNMENT CONTRACT DIVISION
McEvoy Company



W. O. Hedrick, Vice President

WOH:dm



AMERICAN MANUFACTURING CO. OF TEXAS

Oil Field Supplies

SPECIALIZING IN SWAGED NIPPLES
BULL PLUGS AND PUMPING EQUIPMENT
FOUNDRY - MACHINE - FORGING
FORT WORTH, TEXAS

J. GOURLEY
PRESIDENT AND MANAGER
ED H. BARNEY
VICE-PRESIDENT
ARREN W. WELLS
VICE-PRESIDENT
L. MESSER
SECRETARY-TREASURER

January 22, 1943

Mr. Lon Alsup
State Commission for the Blind
Land Office Building
Austin, Texas

Dear Mr. Alsup:

We were very happy to receive your letter relative to the hiring of the blind people for services in our plant. To begin with, many say that these boys have proven very beneficial to us and have perpetrated their work with skill that is beyond belief.

We have these boys employed in different parts in the plant, most of them being in the inspection, where their touch is most beneficial to their ability. One boy is operating a Knurling machine. They do not offer any problem what so ever, and with the aid of your competent Mr. Floyd H. Lacy, we find these men are very efficient in the lines of work in which we have placed them.

We hope to employ more of these men later and we feel certain they will prove as efficient and helpfull as the ones previously employed.

Thanking you again for your inquiry and any other information that you might wish, we will be very glad to give.

Yours very truly,

AMERICAN MFG. CO. OF TEXAS



J. S. Page
Personnel Manager

JSP:DJM

JOHN E. MITCHELL COMPANY

INCORPORATED

DIRECTORS:
JOHN E. MITCHELL, JR.
ORVILLE MITCHELL
DONALD F. MITCHELL

MACHINERY MANUFACTURERS

FACTORIES:
ST. LOUIS, MO.
DALLAS, TEXAS

Dallas, Texas
January 22, 1943

Mr. Lon Alsup, Executive Secretary-Director
State Commission for the Blind
Land Office Building
Austin, Texas

Dear Mr. Alsup:

This is in reply to your inquiry of January 21st
addressed to our president, Mr. John E. Mitchell.

At present, we are using the services of only one
totally blind person employed through the State Commission for the Blind and
in this connection, greatly appreciate the fine cooperation of Mr. Floyd H.
Lacy. The name of this blind person is Mr. Joe Yarbrough, and we cannot speak
too highly of his fine spirit, cheerful disposition, and efficient workmanship.

Mr. Yarbrough is employed in our shell packing depart-
ment, packing the projectiles which we manufacture for the Navy in wooden crates
preparatory to shipment. This type of work enables Mr. Yarbrough to be guided
entirely by his sense of feel, and he is doing this particular job just as well
or better than anyone in full possession of his eyesight.

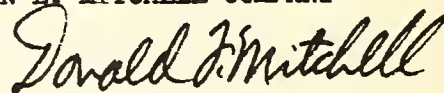
Moreover, we have found that the presence of a blind
person in the organization, cheerfully doing his full share of work without
complaint in spite of his handicap, has a tremendously beneficial effect upon
the morale of the rest of the employees, who take pleasure in assisting him to
and from his work bench, locker room, etc.

If there is any additional information you would like
to have, we will be glad to hear from you.

Yours very truly,

JOHN E. MITCHELL COMPANY

BY



DONALD F. MITCHELL

DFM:mfh



Continental Motors Corporation

TEXAS DIVISION

P. O. BOX 2309

Dallas, Texas, U.S.A.

January 30, 1943.

Mr. Lon Alsup,
Executive Secretary-Director,
State Commission for the Blind,
Land Office Building,
Austin, Texas.

Dear Mr. Alsup: --

In reply to your letter of January 21st, 1943, this is to advise that we have found blind people are highly conscientious and their standard of work once learned is equal to that of people with all their faculties doing similar work.

As to the type of service blind people are rendering in our plant, most of the work is confined to hand-polishing, burring and rough inspection.

Yours very truly,

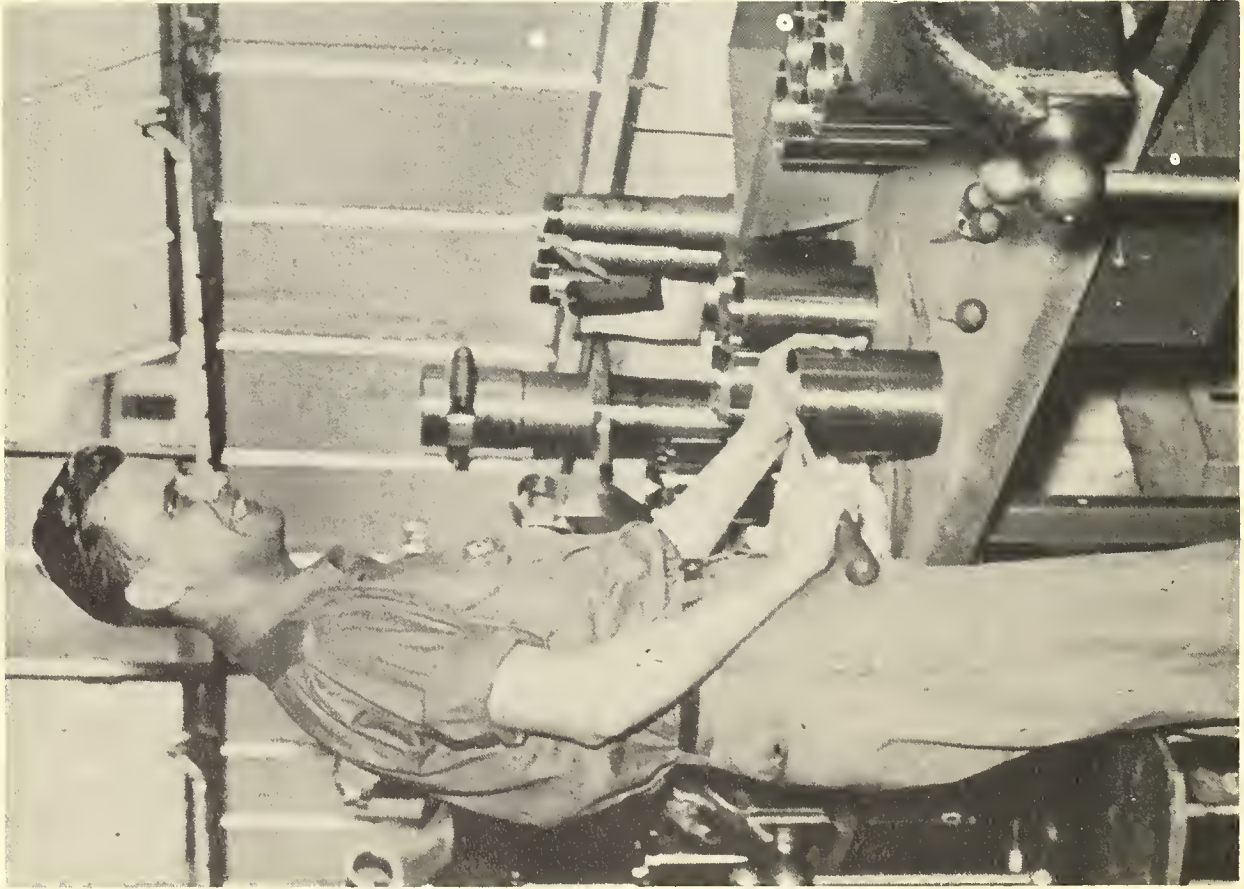
CONTINENTAL MOTORS CORPORATION

- Texas Division -

William Crawford
Vice-President

WC/lw

"Remember Pearl Harbor"



HUGHES TOOL CO.
FILING ROUGH BURRS AND SHARP EDGES FROM METAL PARTS



HUGHES TOOL CO.
TEXAS STATE COMMISSION FOR THE BLIND
GAUGING SMALL PARTS

COMMISSIONERS

DAVID R. TREVITHICK
CHAIRMAN

J. PARLEY WHITE
SOPHUS BERTELSON

STATE DEPARTMENT OF PUBLIC WELFARE

147 STATE CAPITOL BLDG.
SALT LAKE CITY, UTAH

August 26, 1941

Mr. Murray B. Allen, Executive Secretary
Adult Commission for the Blind
138 South Second East
Salt Lake City, Utah

Dear Mr. Allen:

In response to your request that we briefly describe the work done by Mr. Einar Magdiel in this department, I should like to make the following comments:

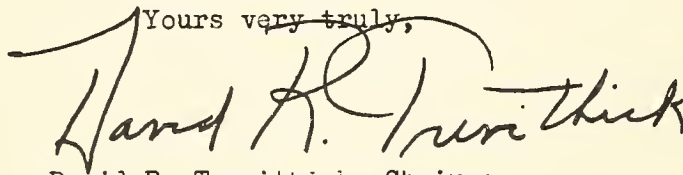
Mr. Magdiel holds the position of Coordinator of Service to the Blind in the Classification Plan of our department. The definition of this position, given in our plan is:

"Under supervision of the Director of the Bureau of Assistance and Service, to effect a coordinated program for the blind or visually handicapped of the State; to interpret to the staff members, individuals, organizations, and other departments the rules, regulations, and policies of the State Department and functions of and opportunities offered by other agencies as they affect the blind or visually handicapped person; and to perform related work as assigned."

Since Mr. Magdiel has been employed with us, he has worked out a satisfactory fee schedule and lists of professional practitioners for distribution to our county departments; supplied our county departments with an excellent glossary of terms frequently used in medical and surgical eye-care; has reviewed each application for medical and surgical eye care; has given interpretations to the case workers through the field staff of special needs for blind and visually-handicapped persons; he has also been instrumental in interpreting to the physicians, certain social aspects of individual cases, as well as the scope and function of our department. In cooperation with one of the child-welfare consultants, he has initiated a study relative to the juvenile blind population within the counties in which this consultant supervises.

While the work has not progressed as rapidly as one might expect if the duties were performed by a person not physically handicapped, we feel that Mr. Magdiel has made a contribution and has carried his responsibilities in a creditable manner.

Yours very truly,



David R. Trevithick, Chairman
Public Welfare Commission

ARMY AIR FORCES
HEADQUARTERS
SPOKANE ARMY AIR DEPOT
SPOKANE, WASHINGTON

AFS/imw

March 31, 1943

Mr. E. M. Oliver
District Supervisor
Vocational Rehabilitation
511 Hutton Building
Spokane, Washington

My dear Mr. Oliver:

When Depot Supply, Spokane Army Air Depot, employed nine blind people little over a month ago, the project was generally regarded as "experimental."

Let me say at once, it no longer is! The blind men and women have by their patriotic zeal, accuracy, speed and excellence of work proved beyond most hopeful expectations that they have a place in our war effort.

Five, working in the mechanical hand tools warehouse, daily pack 300 armorer's kits without error. This figure becomes even more impressive when you consider that the kits contain 157 different items which must be selected from bins and packed with extreme precision in order to get all the parts into the kit.

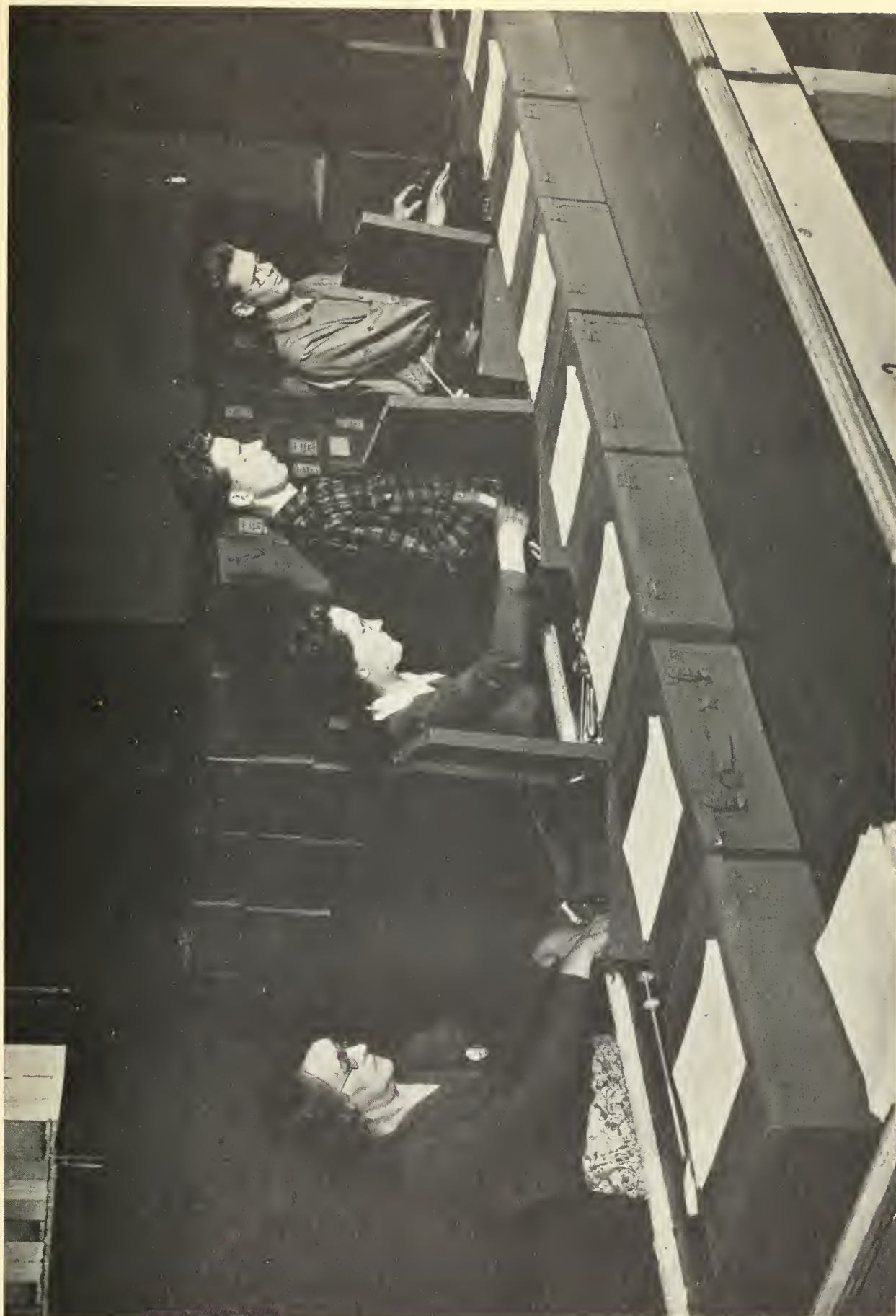
Three women employed in small hardware warehouse, where screws, washers, bolts, nuts, etc., are received in bulk shipment, check, count, and box more than 30,000 items a day without error. In fact it has been found that these blind workers are more accurate in checking against flaws than sighted people and are able to handle far more items each day.

In closing, need I stress that the Blind here in Spokane are doing their full share to speed that day of Victory by freeing able men for the battlefront?

Sincerely,



WILLIAM B. CARSWELL,
Colonel, Air Corps,
Depot Supply Officer.



HEADQUARTERS, ARMY AIR FORCES
PACKING TOOL KITS

VOCATIONAL REHABILITATION
PHOTO BY SPOKANE ARMY AIR DEPOT

CARLISLE COMPANY

MANUFACTURERS OF
ACTIVATED CHARCOAL

5900 WEST MARGINAL WAY

SEATTLE, WASHINGTON

PHONE RAINIER 1154
P. O. BOX 3328

December 26, 1942

Mr. John H. McAulay
Field Representative, Services For the Blind
Federal Security Agency
U. S. Office of Education
Washington, D. C.

Dear Mr. McAulay:

Mr. W. A. Carlisle has asked me to reply to your letter of December 11, in regard to our employment of blind persons in our plant.

Our first blind employee, Mr. Arthur Dunbar, proved to be so efficient on the various jobs assigned to him that we decided to hire more blind workers and at present have five on our payroll, all of whom are highly satisfactory. We have found without exception that they are ambitious and willing workers and that they have a stimulating effect on the morale of all the other employees.

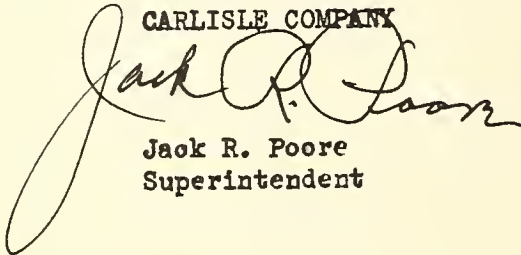
No blind employee has had even a minor accident here during the several months they have been in our employ, a further proof of their ability.

We are very happy to have had a small part in helping these good people returned to useful work and without any hesitancy recommend your plan to other employers.

With best personal regards, I am,

Very truly yours

CARLISLE COMPANY



Jack R. Poore
Superintendent

JRP:jh

PACIFIC CAR AND FOUNDRY COMPANY

PLANTS:
RENTON
SEATTLE

BUILDERS AND MANUFACTURERS OF
STANDARD RAILWAY AND LOGGING CARS
CARCO LOG YARDERS, HOISTS, ROADBUILDERS
FORGINGS, CASTINGS, STRUCTURAL STEEL
PACIFIC STEELCOACHES

CABLE ADDRESS:
CARCO, SEATTLE

GENERAL OFFICES: 220 WEST HUDSON STREET

H. N. CURD
VICE-PRES. & GEN. MGR.

SEATTLE, WASHINGTON

November 6, 1941

Mr. J. C. Clunk, Supervisor
Service for the Blind
Office of Education
Washington, D. C.

Dear Sir:

Our factory processes in general are on a job lot basis rather than a year-round production line system. Therefore, we at first had thought it impossible to employ a person with a visual handicap and under normal circumstances had been very particular that all of our employees had excellent vision. However, after the program for the placement of the blind, which is conducted by the Washington State Employment Service, had been explained to us, and a study made of the possibilities in our plant, we decided to accept on a trial basis a man with about ten per cent vision.

We have used this man on several different jobs and find his work very satisfactory and fully efficient. We pay him the standard wage scale. He is at present employed putting bolts into wooden rails which then go into the main assembly line in production of refrigerator cars. With the full understanding of this man's conditions by our Personnel Department and Foreman and with the employee's full confidence that he can discuss frankly with them his limitations with respect to any given job, we feel the employment of this man is perfectly safe. The worker seems especially appreciative of the opportunity he has here.

We believe that many employers will be glad to cooperate with the Placement Service for the Blind such as is maintained by the State Employment Service here. Their experienced placement agent is of material help to an employer in finding in his plant the possibilities for the visually handicapped worker.

Yours very truly,

PACIFIC CAR AND FOUNDRY COMPANY,


Vice President and General Manager

HNC-K

PACIFIC STOVE & FOUNDRY CO.

RANGES COOKSTOVES CIRCULATING HEATERS FLOOR FURNACES
PORCELAIN ENAMELING DEPARTMENT NEW AND RE-ENAMELING WORK

1120 WEST IDAHO STREET

WEST D122

SEATTLE, WASHINGTON, U. S.



October 24, 1941

Mr. J. C. Clunk, Supervisor
Service for the Blind
Office of Education
Washington, D. C.

Dear Sir:

We are now employing a blind person in our crating department. His main duties are nailing together certain parts of the wooden crates. Also, he is assisting one of the other men at times in the operation of a rip saw. We find that after a normal amount of experience on this work this man is able to turn out the same volume and same quality as would be obtained from a normal sighted worker. It has been our experience that there has been no additional cost to the company on account of employing this man. The fact that this man is employed at full salary and producing full work has had a good effect on the other employees in our factory.

We would not have thought it possible to employ a blind person in our plant had it not been for the demonstration and explanations given us by the blind placement agent from the Washington State Employment Service. We hope that this program will be brought to the attention of other employers.

Yours very truly

PACIFIC STOVE & FOUNDRY CO.

A. J. Peterson
Sec. Treas

S·A·MOFFETT COMPANY

Members of the Northwest Frozen Foods Association

Quick Frozen FRUITS AND
VEGETABLES

SEATTLE
WASHINGTON

November 5, 1941

Mr. J. C. Clunk, Supervisor
Service for the Blind
Office of Education
Washington, D. C.

Dear Sir:

When we were using a Simplex Bag Making Machine for making our cellophane bags, we employed a blind man to operate this machine on one of the shifts. We found that his operation was equal to, or slightly better than, that of the other two sighted operators on the same machine. In addition, he was able to reload the machine and make certain minor adjustments for himself. We found that this man came and went to his place of work on the fifth floor of our building without any attention from other employees, and in every way was as fully satisfactory an employee as any sighted worker we have had.

If we were still using this type of machine, or if we had any other processes suitable for the employment of a blind person, we would be glad to co-operate with the placement service for the blind, conducted by the Washington State Employment Service. Our experience gives us the assurance that there are many places where blind persons could be used on normal jobs, and produce just as good results as are being obtained by the sighted employees ordinarily hired.

Yours very truly,

S. A. MOFFETT COMPANY

S. A. Moffett

SAM:m



"The Pick of the Pack Plucked at the Peak of Perfection"

SAMCO BRAND ALSO AVAILABLE . . . SAME HIGH QUALITY

POLAR BRAND



Consolidated Dairy Products Co.

DISTRIBUTORS OF

Evaporated Milk - Milk Powder - Butter - Cheese

635 ELLIOTT AVE. WEST

TELEPHONE GARFIELD 4220

Seattle, Wash.

Nov. 6, 1941



CABLE ADDRESS
"FEDMILK" SEAT
CODES
BENTLEY'S
ACME

Mr. J. C. Clunk, Supervisor
Service for the Blind
Office of Education,
Washington, D. C.

Dear Sir:

For a little over three years we have employed a partially sighted man on the job of gluing cartons and on other odd jobs. When this man was placed with us it was explained that his type of visual difficulty being myopia, it was necessary that he be extremely careful to avoid heavy lifting and certain types of work. With the full understanding of his case by the foreman and superintendent, and with the cooperation of the worker, it has been easy to keep him on jobs which are suitable to his condition so that no further damages occurred to his eyes and the company has been under no burden in employing him. When he came with us his visual rating was given as approximately 20/200. His duties have taken him around our entire plant and included the operation of the freight elevator on certain occasions.

We have found that this man has an especially good interest in his work. We feel that the employment of blind people under the program being conducted by the Placement Service for the Blind in the Washington State Employment Service provides a really worthwhile service to the blind persons with no extra cost to the employer.

Yours very truly,

Consolidated Dairy Products Co.

rsW p



WASHINGTON STATE FEDERATION of LABOR

EXECUTIVE COUNCIL
JAMES A. TAYLOR, President
1200 TEXTILE TOWER, SEATTLE

IDA M. PETERSON, Vice-Pres., 1st District P. O. Box 126, Bellingham	JOHN JACOBS, Vice-Pres., 5th District 621 Pacific Ave., Room 205, Tacoma
THOMAS W. MORRIS, Vice-Pres., 2nd District W. 2302 Carlisle Ave., Spokane	GEORGE D. EARLY, Vice-Pres., 6th District Labor Temple, Seattle
C. V. McCOY, Vice-Pres., 3rd District 109 South Second Street, Yakima	W. H. MARTIN, Vice-Pres., 7th District 3425 Lombard Avenue, Everett
W. L. BRACKINREED, Vice-Pres., 4th District 413 E. First Street, Aberdeen	H. E. WHEELER, Vice-Pres., 8th District 1907 Fifth Avenue, Bremerton

Headquarters

1200 Textile Tower, Seattle, Wash.

Phone MAin 3978

SEATTLE, WASHINGTON,

November 12, 1941

Mr. J. C. Clunk
c/o Service for the Blind
Office of Education
Washington, D. C.

Dear Mr. Clunk:

Believing you might be interested in knowing the attitude of organized labor with regard to your program for promoting the employment of the blind and the visually handicapped workers, I am writing you this letter. The effective work being done by the Placement Section for the Blind of the Washington State Employment Service in placing this class of workers has long attracted my interest, and I realize more and more the extent to which these placements may be made in normal, diversified, private employment.

These blind workers are being placed on regular jobs, producing the same volume of work and at the same efficiency as fully sighted workers. They receive the same pay from the employer and have the same status with respect to organized labor as is enjoyed by their fellow workers.

Until the possibilities for the employment of the blind are brought to the attention of the employer and demonstrated to him, he usually does not think it possible to employ such handicapped workers. As a result the proportion of employable blind who are now accorded the opportunity for a job is excessively low. I understand it is estimated that 80 per cent of the employable blind are without employment. Since the ratio of employed to employable blind persons is very low, I feel that organized labor is justified in making every possible special arrangement consistent with justice to present workers, in order to facilitate the acceptance of more blind workers into regular commerce and industry.

The Employment Service assures me that in no instance has a union blocked or hampered their placement of a blind worker under this program. I can assure you that all local unions who are members of the American Federation of Labor in this state share this desire to cooperate with the placement program for the blind as conducted by the Washington State Employment Service.

Yours very truly,

James A. Taylor
PRESIDENT

JAT:c

P. F. O'NEIL, Pres. & Treas.
R. R. AGNER, Vice-Pres.
R. P. THYMIAN, Sec. & Mgr.

American Cracker

COMPANY

1461-1471 ELLIOTT AVENUE WEST
SEATTLE, WASHINGTON



TELEPHONE: GARFIELD 5550 ☎ TELETYPE: SEATTLE 88
CABLE ADDRESS: BISCUITS ☎ ☎ ☎

ESTABLISHED 1925

October 29, 1941

Mr. J. C. Clunk, Supervisor
Service for the Blind
Office of Education
Washington, D. C.

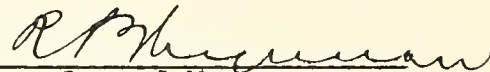
Dear Sir,

We have employed a blind woman in our factory for about a year and a half. She was folding cracker caddies and putting them down a chute leading to the Packing department. In spite of her lack of vision, this girl maintained a normal production on this job and the work was efficiently and neatly done. This party left our employment due to illness.

We are favorable to the program being carried on by the Washington State Employment Service, placing capable blind persons in suitable jobs in private industry. We will be glad to again employ a suitable blind person with an aptitude for the type of work we have available.

Yours truly,

AMERICAN CRACKER COMPANY


General Manager

"Better By Comparison"



HARLEY-DAVIDSON MOTOR CO.

MOTORCYCLES SERVI-CARS AND PACKAGE TRUCKS

MILWAUKEE, WIS., U. S. A.

WM H. DAVIDSON, PRES. AND GENL MGR
GORDON M. DAVIDSON, VICE PRESIDENT
WM S. HARLEY, TREASURER AND CHIEF ENGINEER
ARTHUR DAVIDSON, SECY. AND GENL SALES MGR

CABLE ADDRESS: HARDAVMOCY
CODES: LIEBERS WESTERN UNION
A B C 4TH & 5TH EDITIONS
BENTLEYS AND
A B C 5TH IMPROVED.

April 29, 1943

Miss Mary E. Hulburt
Division for Adult Blind
2385 North Lake Drive
Milwaukee, Wisconsin

Dear Madam:

Recently you took a picture of Mrs. Gertrude Weber Krimmer at work in our Inspection Department. We wish to add that Mrs. Krimmer has been in our employ for more than a decade and that we have always found her efficient and dependable.

Close tolerances and high degree of accuracy are maintained in the manufacture of Harley-Davidson products. With the use of special gauges, Mrs. Krimmer is handling much of our bearing inspection work and is competently doing her part in building Harley-Davidson motorcycles that give owners service and satisfaction.

Very truly yours,

HARLEY-DAVIDSON MOTOR CO.

G. Hartman
Superintendent





Fashioned by Master Craftsmen

NUNN-BUSH SHOE COMPANY

*Makers of Nunn-Bush Ankle fashioned Oxfords
Milwaukee, Wis.*

H. L. NUNN
PRESIDENT

May 20, 1942.

Mr. J. F. Clunk,
Chief, Services for the Blind,
Federal Security Agency,
U. S. Office of Education,
Washington, D. C.

Dear Mr. Clunk:

We have your letter of May 15 and are very glad, indeed, to state our experience with employing blind persons in our plant.

In making men's fine shoes, it is very necessary that the shoes be carefully inspected after being made to be sure that no tacks have been left in them. It is necessary to use tacks in the manufacture of the shoe but they are withdrawn later on the same principle that a basting thread is withdrawn from a garment after it has served its purpose.

For nearly a quarter of a century we have used blind people, or people with very deficient sight, for this work. We have found them more satisfactory than people with perfect sight. Their fingers are more sensitive, they are able to concentrate better on what they are doing and altogether we have had thorough satisfaction with this type of worker for this particular job.

Very truly,

NUNN-BUSH SHOE COMPANY.

By

President.

HLN:AD



AMPCO METAL, Inc.

AMPCO METAL — The Metal Without An Equal . . . AMPCOLOY — Better Industrial Bronzes

1745 S. THIRTY-EIGHTH STREET
MILWAUKEE, WISCONSIN

In reply please refer to: NHK

MARCH 27, 1943

Mr. Emil Arndt
Division for Adult Blind
State Department Public Welfare
Milwaukee, Wisconsin

Dear Mr. Arndt:

On February 12, 1943, you placed with our firm two visually handicapped men, namely, Willis Edmund Lang and Charles Hugh Brees.

They were placed on finish machine parts inspection and are using various types of gages. In our regular probationary follow-up on progress, we find that they both are rated excellent on quantity of work. They have both rated average plus on quality of work, carrying out instructions, judgment, teamwork and personal habits. The fine showing these men are making has removed any skepticism we might have entertained as to their ability at the time of their employment.

Thanking you for your fine cooperation in their cases, we remain

Very truly yours,

AMPCO METAL, INC.

NKrogsund

Employment Manager

NKrogsund
ad





ALLIS-CHALMERS MANUFACTURING COMPANY

MAIN OFFICES
MILWAUKEE • WISCONSIN

April 27, 1943

Miss Mary Hulburt
State Dept. of Public Welfare
Division for Adult Blind
2361 N. Lake Drive
Milwaukee, Wisconsin

Dear Miss Hulburt:

In response to your request concerning the blind worker who is employed by the Allis-Chalmers Mfg. Co., we are pleased to inform you that Mr. Donald McKinnon started work here in November of 1922 and has been employed continuously since that date.

He has been working in the Electrical Dept. separating muslin tape, cutting steel bands and rewinding reclaimed tape. His efficiency is extremely high and his immediate superiors, as well as the superintendent in his department, recommend him as being 100% in his work. His handicap has never kept him from doing a satisfactory job nor from making an adequate adjustment to his fellow workers in the department.

Very truly yours,

J. I. Onarheim
Supervisor,
Employment Division
Industrial Relations Department

JIOnarheim:ROT/ji





ALLIS CHALMERS MFG. CO.

WINDING ARMATURES--TAPING AIR BRAKE COILS

WISCONSIN STATE DEPT. OF PUBLIC WELFARE

WARNER ELECTRIC BRAKE

MANUFACTURING COMPANY

POST OFFICE-BELOIT, WISCONSIN

May 3, 1943

Federal Security Agency,
U. S. Office of Education,
Washington, D. C.

Attention: Mr. J. F. Clunk,
Chief, Services for the Blind.

Gentlemen:

Thank you for your letter of April 21st expressing appreciation for the publicity given our Mr. Lee Snow, the blind boy who works in our plant.

In answer to your questions - I can tell you that Snow apparently likes his work very much. Frankly, we were apprehensive about hiring a blind man for we felt that the safety angle, which all manufacturers stress, could be endangered. However, in Snow's case, he had a boyhood friend who likewise works in our plant. He not only works in our plant, but in the same Department as Snow. It was only when this friend volunteered to take Snow to and from work and look after his needs during working hours that we consented. Owing to the combination of circumstances presented above, the arrangement has worked out very satisfactorily.

The work that Snow is doing is quite simple. It is, however, significant to note that prior to his coming with us the best record for daily production was about 1,250 pieces. Today Snow turns out between 1,900 and 2,000.

Yours very truly,

WARNER ELECTRIC BRAKE MFG. CO.,

Harry Fleming
General Manager.

Paul D. Smith/D

→

for Paul D. Smith



WARNER ELECTRIC BRAKE CO.
ASSEMBLING SMALL PARTS

DIVISION FOR ADULT BLIND
PHOTO BY INMAN

A FEW PROCESSES AND JOBS IN WHICH BLIND PERSONS
ARE EMPLOYED IN PRESENT-DAY INDUSTRIES

Airplane

Unit assembly of small parts
Packing small parts
Small sheet metal assembly
Burring aluminum parts
Swedging ends of flexible tubing
Tube flaring machine
Assistant press operators*
Riveter
Wires sheet metal parts to rods
Sub-assembly -
 Fire extinguisher, thermos bottle
 holders, gas tank caps, terminal
 blocks, etc.
Assembly - bomb releases and control
 valves
Stuffing cushions for parachutes
Propeller repairs
Cleaning spark plugs
Breaking spark plugs

Boots and Shoes

Building heels
Inspecting for tacks

Electrical

Assembling insulation tubes
Sorting and stacking laminations
Cleaning ball bearings
Slotting machine operator
Taping coils
Operating notching press
Stacking commutator segments

Fiber

Rattan worker - weaving willow
 reed, rattan into such articles
 as ship bumpers, mats, ammunition
 baskets, laundry baskets, etc.

Food

Banding machine
Labeling machine
Cleaning flour sacks
Flour carton filling machine
Sugar sacking

Foods (Continued)

Stapling machine
Packing cooked meats in glass jars
Placing cans on conveyor

Lumber and Wood

Peeling piling
Packing and wrapping furniture
Assembling and packing mirrors
Assembling army chests
Laborer*
Off-bearer, stacking ply wood*

Metal Industry - General Processes
in Metal Fabricating Plants

Small coremaking in iron foundry*
Washing and cleaning small and medium
 sized parts
Gauging small parts
Packing
Yard laborer*
Trucker*
Freight handler*
Guard*
Chipping castings
Electrician*
Testing augers and bits
Tension testing*
Filing
Bending

Metal Industry - Machine operations
in Metal Fabricating Plants, such
as Armament, Tanks, Trucks, Shells, etc.

Milling machine
Electric spot welding
Broaching machine
Punch press
Arbor press
Burring machine
Buffing
Threading
Polishing
Reaming
Drill presses
Small lathe

Metal Industry - Machine Operations
in Metal Fabricating Plants, etc.
(Continued)

Boring machine
Carton wire stapling machine
Tapping machine
Power hack saw
Crimping machine
Knurling machine operator

Office and Clerical

Dictaphone typist
Assistant filing clerks

Ordnance

Inspecting
Gauging - assembly small parts*
Packing

Paper

Book binder*
Operating paper tube shaping machine
Carton folding

Radio and Telephone

Assembling medium small parts for
microphones for sending and
receiving equipment
Wire stripping
Spot welding
Twist testing telescope aerials
Repairing and testing in airport
Crystal grinding
Tinning wire leads*
Dial assembly
Splitting mica
Gauging condenser mica
Radio teletype operator*

Ship Yard

Testing water tight compartments
Yard laborer*
Trucker*
Sweeper*
Assembly hatch covers
Assembling rope nets for life rafts

Surgical Supplies

Bandage packing
Assembling hypodermic syringes
Assembling glass bottle stoppers
Packing tubes and jars in cartons
Capsule filling

Tent, Awning, and Tarpaulin

Grommet machine operator
Tying knots
Inserting grommets by hand
Sewing machine operator
Splicing ropes
Thimbling machine

Textile

Operating bobbin and spindle cleaning
machines
Pressing sweaters
Waste boy*
Hand trucker*
Oiler*
Elevator operator*
Bobbin frame assembly
Shirt starching
Cotton batting machine
Machine stitcher
Folding machine
Garment and hand finishing*

Unclassified

Taping lamp shade frames
Operating record edging lathe
Cigar box assembly
Pencil packing
Sorting brush bristles
Smoking pipe assembly
Partition box assembly (cork industry)
Assembling highway reflector signs
Mattress making
Operating patch cutting machine and
sorting
Janitor*
Operating cork washer stamping machine
Feather cleaning machine

* Explanation

Many employers hesitate to accept blind workers for three basic reasons:

(1) Insurance - All insurance companies, both public and private, dealing with Workmen's Compensation accept blind workers on the same basis as the sighted, and there is no extra cost to the employer because of his cooperation in the employment of blind persons.

(2) Injury - Experience shows that blind workers exercise a higher degree of care than their sighted associates and do not experience compensable accidents.

(3) Personal Care - It is unnecessary for the employer to make special provision for guide service in and out, or around the plant since all necessary service of this kind is spontaneously offered and given by sighted associates, and it is unnecessary for the employer to be concerned with this subject.

General Principles

(1) Blind workers in government should be cleared through the Services for the Blind, United States Office of Education, and those employed by private industry should be cleared through responsible agencies for the blind serving the area in which the employer's plant is located.

(2) All processes should be carefully checked by persons experienced in job analysis and in the placing of blind persons.

(3) The placing agency must be responsible for satisfactory results during the entire life of the employment.

The present accepted definition of a blind person is as follows:

"A blind person is one who has not more than 20/200 of visual acuity in the better eye with correcting lenses; or visual acuity greater than 20/200 but with a limitation in the fields of vision such that the widest diameter of the visual field subtends an angle no greater than twenty degrees."

HV1711 Lewis, Lawrence Q. c.1
L587 BLIND WORKERS IN U.S.
INDUSTRIES. PHOTOGRAPHS AND
LETTERS FROM THEIR EMPLOYERS.
(1943)

DATE DUE

HV1711 c.1
L587
Lewis, Lawrence Q.
BLIND WORKERS IN U.S. INDUSTRIES.
PHOTOGRAPHS AND LETTERS FROM
THEIR EMPLOYERS.
(1943)

DATE

ISSUED TO

Reference Copy

4A17 General Miller

AMERICAN FOUNDATION FOR THE BLIND
15 WEST 10th STREET

N.Y. N.Y. 10011

